United Nations A/63/310/Add.1

General Assembly

Distr.: General
19 August 2008

Original: English

**Sixty-third session**
item 126 of the provisional agenda*
**Human resources management**

# Gratis personnel provided by Governments and other entities

## Report of the Secretary-General

*Summary*

The present report is submitted in compliance with General Assembly resolutions 51/243 and 57/281 B and covers the period from 1 January 2006 to 31 December 2007.

The total number of type I and type II gratis personnel engaged in 2007 increased as compared with 2006. Interns continued to represent the majority of type I gratis personnel (86 per cent). In 2006 all type II gratis personnel, and in 2007 the majority of such personnel, were engaged by the Office for the Coordination of Humanitarian Affairs for emergency operations. In 2007, the Department of Peacekeeping Operations used nine type II gratis personnel for the monitoring of arms and armories in Nepal. For both type I and II gratis personnel, there was an improvement in geographic and gender representation during the reporting period.

The General Assembly is invited to take note of the present report.

* A/63/150 and Corr.1.

08-46758 (E) 170908

# I. Introduction

1. The present report is submitted pursuant to General Assembly resolutions 51/243 and 57/281 B, in which the Assembly requested the Secretary-General to provide a comprehensive report, on a biennial basis, on the use of gratis personnel. It updates the previous report (A/61/257/Add.1) and covers the period from 1 January 2006 to 31 December 2007. It continues with the methodology used in the previous report on gratis personnel. In order to allow for comparative analysis, data for each year are reported separately. In line with the request made by the General Assembly in its resolution 59/266 that the Secretary-General submit to it consolidated human resources reports, the present report is issued as an addendum to the report of the Secretary-General on the composition of the secretariat (A/63/310). The report on gratis personnel for the period from 1 January 2008 to 31 December 2009 will be submitted to the Assembly at its sixty-fifth session.

2. Gratis personnel are personnel provided to the Organization by Governments or other entities at no cost to the Organization. As explained in the first report of the Secretary-General on the subject (A/51/688 and Corr.1), certain categories of gratis personnel have long been established in the Organization and have a well-defined legal status and functions (associate experts, technical cooperation experts on non-reimbursable loans, and interns). These three categories constitute type I gratis personnel.

3. In accordance with administrative instruction ST/AI/2000/9 on the United Nations internship programme, the purpose of the programme is threefold: (a) to provide a framework by which graduate and postgraduate students from diverse academic backgrounds may be assigned to United Nations offices, where their educational experience can be enhanced through practical work assignments; (b) to expose them to the work of the United Nations; and (c) to provide United Nations offices with the assistance of qualified students specialized in various professional fields. Associate experts, as explained in A/51/688 and Corr.1, are staff members at the junior professional level, subject to the provisions of the Charter and Staff Regulations; they cannot seek or accept instructions concerning the performance of their duties from any Government, including their own, or from any authority outside the Organization; conditions of service are specified in the letter of appointment, under the 200 series of the Staff Rules for technical assistance project personnel, on a fixed-term appointment, generally for a period not exceeding four years. The Secretary-General, in the same report, defined technical cooperation experts as those whose services are accepted on a non-reimbursable-loan basis from Governments to assist in the execution of the technical cooperation programme of the United Nations. They have the status of independent contractors and are not staff members; the contractual relationship of such persons to the United Nations is established by a special service agreement; non-reimbursable-loan personnel for technical cooperation projects can be engaged for up to four years.

4. Other categories constituting type II gratis personnel were not regulated until the adoption by the General Assembly of its resolutions 51/243 and 52/234, which placed strict conditions on the acceptance of type II gratis personnel. Those conditions, which are set out in the administrative instruction on gratis personnel (ST/AI/1999/6), include the requirement that type II gratis personnel be accepted on an exceptional basis only, for two purposes: (a) to provide expertise not available within the Organization and for very specialized functions, or (b) to provide

temporary and urgent assistance in the case of new and/or expanded mandates of the organization.

5. The eight statistical tables contained in the annex to the present report provide detailed data on each type of gratis personnel for 2006 and 2007, broken down by nationality, gender, categories of gratis personnel, department, function and duration of service.

## II. Type I gratis personnel used during 2006 and 2007

6. Tables 1 to 4 of the annex contain data on type I gratis personnel (associate experts, technical cooperation experts and interns).

7. Analysis of the statistical data shows a 10 per cent overall increase in the number of type I gratis personnel cumulatively engaged in 2007 (1,952) as compared with 2006 (1,767), which was due primarily to a nearly 10 per cent increase in the number of interns (from 1,516 in 2006 to 1,675 in 2007).

8. Interns continued to constitute the majority of type I gratis personnel — 86 per cent of all type I gratis personnel in 2006 and 86 per cent in 2007. The number of associate experts also increased from 233 in 2006 to 252 in 2007, and the number of technical cooperation experts from 18 in 2006 to 25 in 2007.

9. A positive trend has been noted over the reporting biennium with respect to the geographical representation of this type of gratis personnel. The number of Member States represented among type I gratis personnel increased from 120 in 2006 to 125 in 2007. Over the past four years (2004 to 2007), the increase in geographical representation among all type I gratis personnel is even more evident: the number of Member States represented among technical cooperation experts more than doubled (from 6 in 2004 to 14 in 2007); among interns, it increased by 10 per cent (from 110 in 2004 to 122 in 2007) and among associate experts by 21 per cent (from 23 Member States represented in 2004 to 28 in 2007).

10. Representation of women among type I gratis personnel remained high, increasing slightly from 61 per cent in 2004 and 60 per cent in 2006 to 64 per cent in 2007.

11. Four departments used more than 20 associate experts: the United Nations Office on Drugs and Crime (UNODC) (34 in 2006, 41 in 2007), the Office of the High Commissioner for Human Rights (OHCHR) (29 in 2006, 38 in 2007), the Office for the Coordination of Humanitarian Affairs (31 in 2006, 34 in 2007) and the Department of Economic and Social Affairs (25 in 2006, 21 in 2007). Those offices have a large field presence, and, given their technical cooperation portfolios, the use of associate experts is in line with donors' priorities in development cooperation. Technical cooperation experts were used by three departments in 2006 (the Department of Economic and Social Affairs, the Economic Commission for Europe (ECE) and the Economic and Social Commission for Asia and the Pacific (ESCAP)) and by four departments in 2007 (the Department of Economic and Social Affairs, ECE, ESCAP and the United Nations Office at Nairobi). A total of 31 departments or offices used interns in 2006 compared with 35 in 2007, with, respectively, 11 and 15 departments using 50 or more interns each.

12. There was an increase in the total number of associate experts working in the Secretariat in 2006 and 2007 when counted on a cumulative basis (taking account of both those who separated and were appointed each year). Throughout the reporting period (and during the previous biennium), their number remained relatively stable at 157 on average (2004 — 147; 2005 — 162; 2006 — 151; 2007 — 169). Similarly, the average number of new contracts issued annually for associate experts was stable, averaging 67 (2004 — 69; 2005 — 65; 2006 — 57; 2007 — 79).

## III. Type II gratis personnel used during 2006 and 2007

13. Tables 5 to 8 of the annex provide cumulative data on type II gratis personnel.

14. The number of type II gratis personnel engaged during the reporting period by the Office for the Coordination of Humanitarian Affairs almost doubled (from 23 in 2006 to 45 in 2007). That increase resulted from a rise in 2007 in the number of small and mid-size emergencies, flash appeals and activities related to the coordination of emergency relief managed by the Office.[1] Also, in 2007 the Department of Peacekeeping Operations used nine individuals for the monitoring of the management of arms and of the ceasefire agreements in the United Nations Mission in Nepal (UNMIN).[2] It should be noted, however, that, compared with the previous biennium, the use of type II gratis personnel by the Office for the Coordination of Humanitarian Affairs decreased by nearly half (from 85 in 2004 to 45 in 2007).

15. The average duration of service of type II gratis personnel decreased from 4.3 months per year in 2006 to 3.9 months per year in 2007.

16. Type II gratis personnel engaged in 2006 represented six Member States. The 54 type II gratis personnel engaged in 2007 represented 10 Member States. There was an increase in the number of women among the type II gratis personnel engaged — from 30 per cent of all such personnel in 2006 to 41 per cent in 2007. Over the past four years, the representation of women among this type of gratis personnel has increased, from 26 per cent in 2004 to 41 per cent in 2007.

## IV. Conclusions

17. The increase in the number of gratis personnel in 2007 was accompanied by a decrease in the average duration of their service. The largest increase was in the number of interns. The data on the use of both types of gratis personnel during the

[1] By its resolution 46/182 on the strengthening of the coordination of humanitarian emergency assistance of the United Nations, the General Assembly requested the establishment of a central roster of specialized personnel available from within the United Nations system and from Governments to be called upon at short notice. It also called for the establishment of standby arrangements with interested Governments and intergovernmental organizations for access to those relief capacities and resources, including personnel and funding support for the United Nations Disaster Assessment and Coordination Team.

[2] Type II gratis personnel in UNMIN have been engaged by the Department of Peacekeeping Operations in compliance with paragraphs 4 (a) and (b) of General Assembly resolution 51/243 and with paragraphs 2.1 (a) and (b) and sections 4, 6, 14 and 15 of administrative instruction ST/AI/1999/6.

reporting period show a sustained improvement in terms of geographical and gender representation and an increase in the number of engagements.

## V. Action required by the General Assembly

18. The General Assembly is invited to take note of the present report.

# Annex

## Statistical tables

### Abbreviations used in tables

| | |
|---|---|
| CEB | Chief Executives Board |
| CTED | Counter-Terrorism Committee Executive Directorate |
| DDA/ODA | Department for Disarmament Affairs/Office for Disarmament Affairs |
| DERS | Donor and External Relations Section (OHCHR) |
| DESA | Department of Economic and Social Affairs |
| DFID | Department for International Development of the United Kingdom |
| DGACM | Department for General Assembly and Conference Management |
| DM | Department of Management |
| DPA | Department of Political Affairs |
| DPI | Department of Public Information |
| DPKO | Department of Peacekeeping Operations |
| DRC | Danish Refugee Council |
| DSS | Department of Safety and Security |
| ECA | Economic Commission for Africa |
| ECE | Economic Commission for Europe |
| ECLAC | Economic Commission for Latin America and the Caribbean |
| ESCAP | Economic and Social Commission for Asia and the Pacific |
| ESCWA | Economic and Social Commission for Western Asia |
| Ethics | Ethics Office |
| FMADPKO | Field missions administered by the Department of Peacekeeping Operations |
| ICJ | International Court of Justice |
| ICTR | International Criminal Tribunal for Rwanda |
| ICTY | International Tribunal for the Former Yugoslavia |
| NRC | Norwegian Refugee Council |
| OCHA | Office for the Coordination of Humanitarian Affairs |
| OHCHR | Office of the United Nations High Commissioner for Human Rights |

| | |
|---|---|
| OHRLLS | Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States |
| OIOS | Office of Internal Oversight Services |
| OLA | Office of Legal Affairs |
| OSAA | Office of the Special Adviser on Africa |
| OSCAL | Office of the Special Coordinator for Africa and the Least Developed Countries |
| OSG | Executive Office of the Secretary-General |
| OSRSG/CAAC | Office of the Special Representative of the Secretary-General for Children and Armed Conflict |
| RegCom | Regional Commissions New York Office |
| SIDA | Swedish International Development Agency |
| SOPAC | South Pacific Applied Geoscience Commission |
| UNCCD | United Nations Convention to Combat Desertification |
| UNCTAD | United Nations Conference on Trade and Development |
| UNEP | United Nations Environment Programme |
| UNFCCC | United Nations Framework Convention on Climate Change |
| UNFIP | United Nations Fund for International Partnerships |
| UN-Habitat | United Nations Human Settlements Programme |
| UNHCR | Office of the United Nations High Commissioner for Refugees |
| UNICRI | United Nations Interregional Crime and Justice Research Institute |
| UNITAR | United Nations Institute for Training and Research |
| UNJMS | United Nations Joint Medical Service |
| UNNGLS | United Nations Non-Governmental Liaison Service |
| UNODC | United Nations Office on Drugs and Crime |
| UNOG | United Nations Office at Geneva |
| UNON | United Nations Office at Nairobi |
| UNOV | United Nations Office at Vienna |
| UNSSC | United Nations System Staff College |

Table 1
**Type I gratis personnel in 2006, with breakdown by nationality, category and gender**

| *Country or area of nationality* | *Interns* | | *Associate experts* | | *Technical cooperation experts* | | *Total women* | *Total* | *Percentage of women* |
|---|---|---|---|---|---|---|---|---|---|
| | *F* | *M* | *F* | *M* | *F* | *M* | | | |
| Albania | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Algeria | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 6 | 50 |
| Argentina | 6 | 6 | 0 | 0 | 0 | 0 | 6 | 12 | 50 |
| Armenia | 4 | 2 | 0 | 0 | 0 | 0 | 4 | 6 | 66 |
| Australia | 12 | 10 | 0 | 0 | 1 | 0 | 13 | 23 | 56 |
| Austria | 27 | 15 | 2 | 0 | 0 | 0 | 29 | 44 | 65 |
| Azerbaijan | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Bahrain | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Bangladesh | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Barbados | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Belarus | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Belgium | 7 | 5 | 0 | 0 | 0 | 0 | 7 | 12 | 58 |
| Benin | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Bolivia | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| Bosnia and Herzegovina | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Brazil | 19 | 9 | 1 | 0 | 0 | 0 | 20 | 29 | 68 |
| Bulgaria | 5 | 2 | 0 | 0 | 0 | 0 | 5 | 7 | 71 |
| Burkina Faso | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Burundi | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Cameroon | 3 | 6 | 1 | 1 | 0 | 0 | 4 | 11 | 36 |
| Canada | 16 | 15 | 0 | 0 | 0 | 0 | 16 | 31 | 51 |
| Chile | 49 | 29 | 0 | 0 | 0 | 0 | 49 | 78 | 62 |
| China | 32 | 14 | 0 | 0 | 0 | 0 | 32 | 46 | 69 |
| Colombia | 10 | 9 | 1 | 0 | 0 | 0 | 11 | 20 | 55 |
| Congo | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Côte d'Ivoire | 0 | 3 | 1 | 1 | 0 | 0 | 1 | 5 | 20 |
| Croatia | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Cuba | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| Democratic People's Republic of Korea | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Denmark | 7 | 6 | 7 | 10 | 0 | 0 | 14 | 30 | 46 |
| Dominican Republic | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Ecuador | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Egypt | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| El Salvador | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |

| Country or area of nationality | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Eritrea | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Ethiopia | 3 | 2 | 0 | 1 | 0 | 0 | 3 | 6 | 50 |
| Fiji | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Finland | 13 | 5 | 7 | 0 | 0 | 0 | 20 | 25 | 80 |
| France | 76 | 31 | 20 | 10 | 0 | 1 | 96 | 138 | 69 |
| Gambia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Georgia | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Germany | 85 | 82 | 21 | 18 | 1 | 0 | 107 | 207 | 51 |
| Ghana | 2 | 5 | 0 | 1 | 0 | 0 | 2 | 8 | 25 |
| Greece | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Guinea | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Haiti | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 100 |
| Honduras | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Hungary | 3 | 2 | 0 | 0 | 0 | 0 | 3 | 5 | 60 |
| Iceland | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| India | 8 | 6 | 0 | 0 | 0 | 0 | 8 | 14 | 57 |
| Indonesia | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Iran (Islamic Republic of) | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Iraq | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Ireland | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Israel | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Italy | 48 | 28 | 19 | 17 | 1 | 1 | 68 | 114 | 59 |
| Jamaica | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Japan | 12 | 6 | 4 | 3 | 0 | 1 | 16 | 26 | 61 |
| Kazakhstan | 4 | 1 | 0 | 0 | 0 | 0 | 4 | 5 | 80 |
| Kenya | 70 | 49 | 0 | 0 | 0 | 0 | 70 | 119 | 58 |
| Kyrgyzstan | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Lao People's Democratic Republic | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Lebanon | 17 | 6 | 0 | 0 | 0 | 0 | 17 | 23 | 73 |
| Liechtenstein | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Luxembourg | 0 | 0 | 3 | 3 | 0 | 0 | 3 | 6 | 50 |
| Madagascar | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 33 |
| Malaysia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Mali | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 2 | 50 |
| Mauritania | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 4 | 50 |
| Mexico | 13 | 11 | 0 | 0 | 0 | 0 | 13 | 24 | 54 |

| Country or area of nationality | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Moldova | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 100 |
| Morocco | 1 | 2 | 1 | 0 | 0 | 0 | 2 | 4 | 50 |
| Myanmar | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Nepal | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Netherlands | 23 | 11 | 14 | 14 | 0 | 3 | 37 | 65 | 56 |
| New Zealand | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 4 | 50 |
| Nicaragua | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Nigeria | 8 | 6 | 0 | 0 | 0 | 0 | 8 | 14 | 57 |
| Norway | 9 | 5 | 9 | 4 | 0 | 0 | 18 | 27 | 66 |
| Oman | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Pakistan | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Paraguay | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Peru | 5 | 0 | 1 | 0 | 0 | 0 | 6 | 6 | 100 |
| Philippines | 7 | 1 | 0 | 0 | 0 | 0 | 7 | 8 | 87 |
| Poland | 8 | 4 | 0 | 0 | 0 | 1 | 8 | 13 | 61 |
| Portugal | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Republic of Korea | 23 | 11 | 2 | 2 | 1 | 2 | 26 | 41 | 63 |
| Romania | 3 | 4 | 0 | 0 | 0 | 0 | 3 | 7 | 42 |
| Russian Federation | 11 | 2 | 0 | 0 | 0 | 1 | 11 | 14 | 78 |
| Rwanda | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Saint Lucia | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Saudi Arabia | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Senegal | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| Serbia | 1 | 4 | 0 | 0 | 0 | 0 | 1 | 5 | 20 |
| Sierra Leone | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Singapore | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Slovakia | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Slovenia | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 100 |
| Somalia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Spain | 13 | 13 | 4 | 1 | 0 | 0 | 17 | 31 | 54 |
| Sri Lanka | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Suriname | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| Sweden | 20 | 8 | 5 | 5 | 0 | 0 | 25 | 38 | 65 |
| Switzerland | 27 | 17 | 9 | 4 | 0 | 0 | 36 | 57 | 63 |
| Syrian Arab Republic | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Tajikistan | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Thailand | 7 | 2 | 0 | 0 | 0 | 0 | 7 | 9 | 77 |
| Togo | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 33 |

| Country or area of nationality | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Trinidad and Tobago | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Tunisia | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 3 | 66 |
| Turkey | 7 | 7 | 0 | 0 | 0 | 0 | 7 | 14 | 50 |
| Uganda | 4 | 1 | 0 | 0 | 0 | 0 | 4 | 5 | 80 |
| Ukraine | 4 | 2 | 0 | 0 | 1 | 0 | 5 | 7 | 71 |
| United Kingdom | 20 | 10 | 0 | 1 | 0 | 1 | 20 | 32 | 62 |
| United Republic of Tanzania | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 |
| United States of America | 96 | 53 | 0 | 0 | 0 | 1 | 96 | 150 | 64 |
| Uruguay | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Uzbekistan | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Venezuela (Bolivarian Republic of) | 3 | 2 | 0 | 0 | 0 | 0 | 3 | 5 | 60 |
| Zimbabwe | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 100 |
| Stateless | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| **Subtotal** | **924** | **592** | **134** | **99** | **6** | **12** | **1 064** | **1 767** | **60** |
| **Total** | **1 516** | | **233** | | **18** | | | | |

Table 2
**Type I gratis personnel in 2006, with breakdown by department, category and gender**

| | *Interns* | | *Associate experts* | | *Technical cooperation experts* | | | | |
|---|---|---|---|---|---|---|---|---|---|
| *Department* | *F* | *M* | *F* | *M* | *F* | *M* | *Total women* | *Total* | *Percentage of women* |
| CTED | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 6 | 50 |
| DDA/ODA | 16 | 19 | 3 | 3 | 0 | 0 | 19 | 41 | 46 |
| DESA | 83 | 50 | 15 | 10 | 1 | 0 | 99 | 159 | 62 |
| DGACM | 13 | 6 | 0 | 0 | 0 | 0 | 13 | 19 | 68 |
| DM | 26 | 21 | 4 | 4 | 0 | 0 | 30 | 55 | 54 |
| DPA | 33 | 24 | 8 | 9 | 0 | 0 | 41 | 74 | 55 |
| DPI | 46 | 20 | 3 | 0 | 0 | 0 | 49 | 69 | 71 |
| DPKO | 35 | 28 | 7 | 4 | 0 | 0 | 42 | 74 | 56 |
| DSS | 19 | 3 | 0 | 0 | 0 | 0 | 19 | 22 | 86 |
| ECA | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 100 |
| ECE | 32 | 16 | 0 | 0 | 4 | 9 | 36 | 61 | 59 |
| ECLAC | 126 | 101 | 0 | 1 | 0 | 0 | 126 | 228 | 55 |
| ESCAP | 24 | 23 | 1 | 1 | 1 | 3 | 26 | 53 | 49 |
| ESCWA | 17 | 4 | 1 | 0 | 0 | 0 | 18 | 22 | 81 |
| ICJ | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 2 | 50 |
| ICTR | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 100 |
| ICTY | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 100 |
| OCHA | 28 | 11 | 15 | 16 | 0 | 0 | 43 | 70 | 61 |
| OHCHR | 56 | 22 | 20 | 9 | 0 | 0 | 76 | 107 | 71 |
| OHRLLS | 8 | 7 | 0 | 0 | 0 | 0 | 8 | 15 | 53 |
| OIOS | 27 | 18 | 2 | 3 | 0 | 0 | 29 | 50 | 58 |
| OLA | 36 | 23 | 0 | 2 | 0 | 0 | 36 | 61 | 59 |
| OSAA | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 33 |
| OSG | 15 | 12 | 4 | 1 | 0 | 0 | 19 | 32 | 59 |
| OSRSG/CAAC | 3 | 2 | 0 | 1 | 0 | 0 | 3 | 6 | 50 |
| UNCTAD | 47 | 32 | 6 | 6 | 0 | 0 | 53 | 91 | 58 |
| UNEP | 52 | 33 | 6 | 3 | 0 | 0 | 58 | 94 | 61 |
| UNFIP | 7 | 4 | 1 | 0 | 0 | 0 | 8 | 12 | 66 |
| UN-Habitat | 31 | 13 | 3 | 1 | 0 | 0 | 34 | 48 | 70 |
| UNHCR | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| UNODC | 69 | 47 | 23 | 11 | 0 | 0 | 92 | 150 | 61 |
| UNOG | 15 | 8 | 0 | 0 | 0 | 0 | 15 | 23 | 65 |
| UNON | 37 | 30 | 0 | 0 | 0 | 0 | 37 | 67 | 55 |
| UNOV | 16 | 7 | 2 | 3 | 0 | 0 | 18 | 28 | 64 |

| Department | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Other entities[a] | 3 | 2 | 4 | 10 | 0 | 0 | 7 | 19 | 36 |
| **Subtotal** | **924** | **592** | **134** | **99** | **6** | **12** | **1 064** | **1 767** | **60** |
| **Total** | **1 516** | | **233** | | **18** | | | | |

[a] Interns: UNNGLS (5); associate experts: OSCAL (1), SOPAC (2), UNCCD (4), UNFCCC (2), UNICRI (3), UNSSC (2).

Table 3
**Type I gratis personnel in 2007, with breakdown by nationality, category and gender**

| | *Interns* | | *Associate experts* | | *Technical cooperation experts* | | | | |
|---|---|---|---|---|---|---|---|---|---|
| *Country or area of nationality* | *F* | *M* | *F* | *M* | *F* | *M* | *Total women* | *Total* | *Percentage of women* |
| Albania | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Algeria | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Argentina | 6 | 6 | 0 | 0 | 0 | 0 | 6 | 12 | 50 |
| Armenia | 4 | 1 | 0 | 0 | 0 | 0 | 4 | 5 | 80 |
| Australia | 22 | 8 | 1 | 1 | 1 | 0 | 24 | 33 | 72 |
| Austria | 26 | 11 | 5 | 1 | 0 | 0 | 31 | 43 | 72 |
| Azerbaijan | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Bahamas | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Bangladesh | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 6 | 50 |
| Belarus | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 4 | 50 |
| Belgium | 5 | 6 | 0 | 1 | 0 | 0 | 5 | 12 | 41 |
| Benin | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| Bhutan | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Bolivia | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Bosnia and Herzegovina | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Botswana | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Brazil | 20 | 15 | 2 | 0 | 0 | 0 | 22 | 37 | 59 |
| Bulgaria | 7 | 0 | 0 | 0 | 0 | 0 | 7 | 7 | 100 |
| Burkina Faso | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 4 | 25 |
| Burundi | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Cameroon | 6 | 3 | 0 | 0 | 0 | 0 | 6 | 9 | 66 |
| Canada | 31 | 11 | 0 | 1 | 0 | 0 | 31 | 43 | 72 |
| Chile | 57 | 22 | 0 | 0 | 0 | 0 | 57 | 79 | 72 |
| China | 40 | 21 | 0 | 0 | 0 | 0 | 40 | 61 | 65 |
| Colombia | 8 | 10 | 0 | 0 | 0 | 0 | 8 | 18 | 44 |
| Comoros | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Costa Rica | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Côte d'Ivoire | 3 | 2 | 0 | 0 | 0 | 0 | 3 | 5 | 60 |
| Croatia | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 100 |
| Cuba | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 100 |
| Czech Republic | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Democratic People's Republic of Korea | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Democratic Republic of the Congo | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |

| Country or area of nationality | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Denmark | 2 | 7 | 8 | 5 | 0 | 0 | 10 | 22 | 45 |
| Djibouti | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Dominica | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Dominican Republic | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Ecuador | 4 | 4 | 0 | 0 | 0 | 0 | 4 | 8 | 50 |
| Egypt | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 6 | 50 |
| Estonia | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Ethiopia | 3 | 0 | 0 | 1 | 0 | 0 | 3 | 4 | 75 |
| Finland | 18 | 6 | 12 | 2 | 0 | 0 | 30 | 38 | 78 |
| France | 83 | 33 | 24 | 12 | 0 | 1 | 107 | 153 | 69 |
| Gabon | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Georgia | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Germany | 88 | 58 | 24 | 15 | 1 | 1 | 113 | 187 | 60 |
| Ghana | 1 | 7 | 0 | 1 | 0 | 0 | 1 | 9 | 11 |
| Greece | 4 | 3 | 0 | 0 | 0 | 0 | 4 | 7 | 57 |
| Guinea | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Honduras | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Hungary | 4 | 1 | 0 | 0 | 0 | 0 | 4 | 5 | 80 |
| India | 10 | 17 | 0 | 2 | 0 | 0 | 10 | 29 | 34 |
| Iran (Islamic Republic of) | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 100 |
| Ireland | 7 | 2 | 0 | 0 | 0 | 0 | 7 | 9 | 77 |
| Israel | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 33 |
| Italy | 48 | 25 | 20 | 18 | 1 | 1 | 69 | 113 | 61 |
| Japan | 13 | 5 | 4 | 3 | 0 | 1 | 17 | 26 | 65 |
| Jordan | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Kazakhstan | 8 | 1 | 0 | 0 | 0 | 0 | 8 | 9 | 88 |
| Kenya | 79 | 66 | 0 | 0 | 0 | 0 | 79 | 145 | 54 |
| Kyrgyzstan | 4 | 2 | 1 | 0 | 0 | 0 | 5 | 7 | 71 |
| Latvia | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 3 | 66 |
| Lebanon | 8 | 1 | 0 | 0 | 0 | 0 | 8 | 9 | 88 |
| Liechtenstein | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 100 |
| Luxembourg | 0 | 1 | 3 | 2 | 0 | 0 | 3 | 6 | 50 |
| Madagascar | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Malaysia | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 4 | 25 |
| Mali | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 2 | 50 |
| Mauritania | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Mexico | 22 | 12 | 0 | 0 | 0 | 0 | 22 | 34 | 64 |

| Country or area of nationality | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Moldova | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 100 |
| Mongolia | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Morocco | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Myanmar | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Namibia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Nepal | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 4 | 50 |
| Netherlands | 15 | 10 | 7 | 8 | 0 | 3 | 22 | 43 | 51 |
| New Zealand | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 33 |
| Nigeria | 8 | 9 | 0 | 0 | 0 | 0 | 8 | 17 | 47 |
| Norway | 8 | 4 | 14 | 3 | 0 | 0 | 22 | 29 | 75 |
| Oman | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Pakistan | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Palau | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Panama | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Peru | 5 | 1 | 1 | 0 | 0 | 0 | 6 | 7 | 85 |
| Philippines | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 75 |
| Poland | 11 | 4 | 0 | 0 | 0 | 1 | 11 | 16 | 68 |
| Portugal | 7 | 2 | 0 | 0 | 0 | 0 | 7 | 9 | 77 |
| Republic of Korea | 32 | 17 | 0 | 3 | 1 | 6 | 33 | 59 | 55 |
| Romania | 9 | 2 | 0 | 0 | 0 | 0 | 9 | 11 | 81 |
| Russian Federation | 24 | 5 | 0 | 0 | 0 | 1 | 24 | 30 | 80 |
| Rwanda | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Saudi Arabia | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Senegal | 4 | 2 | 0 | 0 | 0 | 0 | 4 | 6 | 66 |
| Serbia | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 3 | 66 |
| Singapore | 2 | 4 | 0 | 0 | 0 | 0 | 2 | 6 | 33 |
| Slovakia | 5 | 1 | 0 | 0 | 0 | 0 | 5 | 6 | 83 |
| Slovenia | 5 | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 100 |
| South Africa | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 6 | 50 |
| Spain | 29 | 13 | 7 | 2 | 0 | 0 | 36 | 51 | 70 |
| Sri Lanka | 2 | 3 | 0 | 0 | 0 | 0 | 2 | 5 | 40 |
| Sudan | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Suriname | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| Sweden | 28 | 6 | 8 | 5 | 0 | 0 | 36 | 47 | 76 |
| Switzerland | 30 | 10 | 14 | 4 | 1 | 0 | 45 | 59 | 76 |
| Syrian Arab Republic | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Tajikistan | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |

| Country or area of nationality | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| Thailand | 15 | 4 | 0 | 0 | 0 | 0 | 15 | 19 | 78 |
| The former Yugoslav Republic of Macedonia | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 3 | 66 |
| Togo | 2 | 1 | 0 | 1 | 0 | 0 | 2 | 4 | 50 |
| Trinidad and Tobago | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Tunisia | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Turkey | 10 | 3 | 0 | 0 | 0 | 0 | 10 | 13 | 76 |
| Turkmenistan | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| Tuvalu | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Uganda | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 100 |
| Ukraine | 8 | 3 | 0 | 0 | 1 | 0 | 9 | 12 | 75 |
| United Kingdom | 28 | 19 | 0 | 1 | 0 | 1 | 28 | 49 | 57 |
| United Republic of Tanzania | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| United States of America | 77 | 33 | 0 | 0 | 1 | 1 | 78 | 112 | 69 |
| Uruguay | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| Uzbekistan | 4 | 3 | 0 | 0 | 0 | 0 | 4 | 7 | 57 |
| Venezuela (Bolivarian Republic of) | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Viet Nam | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Zimbabwe | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Stateless | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| **Subtotal** | **1 091** | **584** | **158** | **94** | **8** | **17** | **1 257** | **1 952** | **64** |
| **Total** | **1 675** | | **252** | | **25** | | | | |

Table 4
**Type I gratis personnel in 2007, with breakdown by department, category and gender**

| | *Interns* | | *Associate experts* | | *Technical cooperation experts* | | | | |
|---|---|---|---|---|---|---|---|---|---|
| *Department* | *F* | *M* | *F* | *M* | *F* | *M* | *Total women* | *Total* | *Percentage of women* |
| CTED | 8 | 2 | 0 | 0 | 0 | 0 | 8 | 10 | 80 |
| DDA/ODA | 18 | 17 | 1 | 2 | 0 | 0 | 19 | 38 | 50 |
| DESA | 112 | 49 | 11 | 10 | 2 | 0 | 125 | 184 | 67 |
| DFS | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| DGACM | 11 | 6 | 0 | 0 | 0 | 0 | 11 | 17 | 64 |
| DM | 31 | 24 | 3 | 2 | 0 | 0 | 34 | 60 | 56 |
| DPA | 48 | 25 | 8 | 8 | 0 | 0 | 56 | 89 | 62 |
| DPI | 55 | 14 | 3 | 1 | 0 | 0 | 58 | 73 | 79 |
| DPKO | 36 | 23 | 11 | 5 | 0 | 0 | 47 | 75 | 62 |
| DSS | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| ECA | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 2 | 50 |
| ECE | 62 | 18 | 2 | 0 | 4 | 10 | 68 | 96 | 70 |
| ECLAC | 127 | 71 | 0 | 0 | 0 | 0 | 127 | 198 | 64 |
| ESCAP | 36 | 29 | 2 | 2 | 1 | 7 | 39 | 77 | 50 |
| ESCWA | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| Ethics | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| FMADPKO | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 100 |
| ICJ | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 100 |
| ICTR | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 100 |
| ICTY | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 2 | 100 |
| OCHA | 24 | 12 | 19 | 15 | 0 | 0 | 43 | 70 | 61 |
| OHCHR | 84 | 25 | 28 | 10 | 0 | 0 | 112 | 147 | 76 |
| OHRLLS | 15 | 2 | 1 | 0 | 0 | 0 | 16 | 18 | 88 |
| OIOS | 14 | 13 | 1 | 1 | 0 | 0 | 15 | 29 | 51 |
| OLA | 33 | 32 | 0 | 2 | 0 | 0 | 33 | 67 | 49 |
| OSAA | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 100 |
| OSG | 23 | 19 | 3 | 2 | 0 | 0 | 26 | 47 | 55 |
| OSRSG/CAAC | 4 | 2 | 1 | 1 | 0 | 0 | 5 | 8 | 62 |
| RegCom | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| UNCTAD | 63 | 35 | 5 | 4 | 0 | 0 | 68 | 107 | 63 |
| UNEP | 46 | 29 | 10 | 6 | 0 | 0 | 56 | 91 | 61 |
| UNFIP | 8 | 6 | 2 | 0 | 0 | 0 | 10 | 16 | 62 |
| UN-Habitat | 44 | 23 | 4 | 4 | 0 | 0 | 48 | 75 | 64 |
| UNHCR | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 100 |
| UNITAR | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 100 |
| UNJMS | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 50 |
| UNODC | 101 | 46 | 29 | 12 | 0 | 0 | 130 | 188 | 69 |

| Department | Interns | | Associate experts | | Technical cooperation experts | | Total women | Total | Percentage of women |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | F | M | F | M | | | |
| UNOG | 22 | 11 | 0 | 0 | 0 | 0 | 22 | 33 | 66 |
| UNON | 35 | 40 | 0 | 0 | 1 | 0 | 36 | 76 | 47 |
| UNOV | 18 | 6 | 1 | 1 | 0 | 0 | 19 | 26 | 73 |
| Other entities[a] | 2 | 2 | 6 | 5 | 0 | 0 | 8 | 15 | 53 |
| **Subtotal** | **1 091** | **584** | **158** | **94** | **8** | **17** | **1 257** | **1 952** | **64** |
| **Total** | **1 675** | | **252** | | **25** | | | | |

[a] Interns: UNNGLS (4); associate experts: CEB (1), UNCCD (3), UNFCCC (2), UNICRI (3), UNNGLS (1), UNSSC (1).

Table 5
**Type II gratis personnel in 2006, with breakdown by nationality and gender distribution**

| *Country or area of nationality* | *Number of gratis personnel* | | | | *Duration (months)* | | | |
|---|---|---|---|---|---|---|---|---|
| | *F* | *M* | *Total* | *Percentage of women* | *F* | *M* | *Total* | *Percentage of women* |
| Australia | 2 | 0 | 2 | 100 | 8 | 0 | 8 | 100 |
| Cameroon | 0 | 1 | 1 | 0 | 0 | 5 | 5 | 0 |
| Denmark | 0 | 1 | 1 | 0 | 0 | 6 | 6 | 0 |
| Norway | 4 | 6 | 10 | 40 | 20 | 31 | 51 | 39 |
| Sweden | 0 | 7 | 7 | 0 | 0 | 23 | 23 | 0 |
| United Kingdom | 1 | 1 | 2 | 50 | 3 | 3 | 6 | 50 |
| **Total** | **7** | **16** | **23** | **30** | **31** | **68** | **99** | **31** |

Table 6
**Type II gratis personnel in 2006, with breakdown by department, country or area of activity, nationality, and functions**

| *Department* | *Country or area of activity* | *Country or area of nationality* | *Function* | *Number of persons engaged* | *Total duration (months)* |
|---|---|---|---|---|---|
| OCHA/Austcare | Wau | Australia | Humanitarian Affairs Officer/Protection | 1 | 5 |
| OCHA/DFID | Gaza | United Kingdom | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/DFID | Islamabad | United Kingdom | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/DFID | Khartoum | Australia | Monitoring and Evaluation Officer | 1 | 3 |
| OCHA/DFID | Khartoum | Norway | Monitoring and Evaluation Officer | 1 | 7 |
| OCHA/DRC | Somalia, based in Nairobi | Denmark | Humanitarian Affairs Officer | 1 | 6 |
| OCHA/NRC | Bangkok | Norway | Humanitarian Affairs Officer | 1 | 6 |
| OCHA/NRC | Colombia | Norway | Field Adviser | 1 | 6 |
| OCHA/NRC | El-Fasher | Norway | Humanitarian Affairs Officer | 1 | 1 |
| OCHA/NRC | Jerusalem | Norway | Humanitarian Affairs Officer | 1 | 5 |
| OCHA/NRC | Juba | Cameroon | Monitoring and Evaluation Officer | 1 | 5 |
| OCHA/NRC | Juba | Norway | Humanitarian Affairs Officer/Protection | 1 | 5 |
| OCHA/NRC | Khartoum | Norway | Protection Officer | 1 | 6 |
| OCHA/NRC | Nablus | Norway | Humanitarian Affairs Officer | 1 | 5 |
| OCHA/NRC | Occupied Palestinian Territory | Norway | Humanitarian Affairs Officer/Disengagement | 1 | 7 |
| OCHA/NRC | Zalingei | Norway | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/SIDA | Darfur | Sweden | Humanitarian Affairs Officer/Protection | 1 | 3 |
| OCHA/SIDA | Eritrea | Sweden | Humanitarian Affairs Officer | 1 | 1 |
| OCHA/SIDA | Islamabad | Sweden | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/SIDA | Khartoum | Sweden | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/SIDA | Pakistan | Sweden | Geographic Information System Officer | 1 | 6 |
| OCHA/SIDA | Somalia, based in Nairobi | Sweden | Humanitarian Affairs Officer | 1 | 6 |
| OCHA/SIDA | Zalingei | Sweden | Humanitarian Affairs Officer | 1 | 1 |
| **Total** | | | | **23** | **4**[a] |

[a] Average duration of service, in months.

Table 7
**Type II gratis personnel in 2007, with breakdown by nationality and gender distribution**

| Country or area of nationality | Number of gratis personnel | | | | Duration (months) | | | |
|---|---|---|---|---|---|---|---|---|
| | F | M | Total | Percentage of women | F | M | Total | Percentage of women |
| Australia | 2 | 2 | 4 | 50 | 4 | 4 | 8 | 50 |
| Canada | 1 | 0 | 1 | 100 | 2 | 0 | 2 | 100 |
| Denmark | 2 | 1 | 3 | 66 | 12 | 3 | 15 | 80 |
| Germany | 1 | 1 | 2 | 50 | 3 | 0 | 3 | 100 |
| Morocco | 0 | 1 | 1 | 0 | 0 | 3 | 3 | 0 |
| Netherlands | 1 | 0 | 1 | 100 | 3 | 0 | 3 | 100 |
| Norway | 9 | 11 | 20 | 45 | 53 | 46 | 99 | 53 |
| Sweden | 3 | 11 | 14 | 21 | 10 | 47 | 57 | 17 |
| Switzerland | 0 | 3 | 3 | 0 | 0 | 15 | 15 | 0 |
| United Kingdom | 3 | 2 | 5 | 60 | 3 | 5 | 8 | 37 |
| **Total** | **22** | **32** | **54** | **41** | **90** | **123** | **213** | **42** |

Table 8
**Type II gratis personnel in 2007 with breakdown by department, country or area of activity, nationality, and functions**

| *Department* | *Country or area of activity* | *Country or area of nationality* | *Function* | *Number of persons engaged* | *Total duration (months)* |
|---|---|---|---|---|---|
| DPKO | Kathmandu | Norway | Arms monitoring | 2 | 12 |
| DPKO | Kathmandu | Sweden | Arms monitoring | 5 | 29 |
| DPKO | Kathmandu | Switzerland | Arms monitoring | 2 | 12 |
| OCHA/Austcare | Wau | Australia | Humanitarian Affairs Officer/Protection | 1 | 1 |
| OCHA/DERS | New York | Germany | Project support | 2 | 3 |
| OCHA/DFID | Abeche | Netherlands | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/DFID | Abeche | United Kingdom | Humanitarian Affairs Officer | 1 | 4 |
| OCHA/DFID | Darfur | United Kingdom | Humanitarian Affairs Officer | 1 | 1 |
| OCHA/DFID | Khartoum | United Kingdom | Humanitarian Affairs Officer | 1 | 0 |
| OCHA/DFID | Kinshasa | United Kingdom | Humanitarian Affairs Officer | 1 | 0 |
| OCHA/DFID | N'Djamena | United Kingdom | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/DRC | Bangui | Switzerland | Information Officer | 1 | 3 |
| OCHA/DRC | Somalia, based in Nairobi | Denmark | Protection Officer | 1 | 6 |
| OCHA/DRC | Sri Lanka | Denmark | Information Management Officer | 1 | 3 |
| OCHA/NRC | Abidjan | Norway | Field Coordination Officer | 1 | 4 |
| OCHA/NRC | Bangkok | Norway | Humanitarian Affairs Officer | 1 | 9 |
| OCHA/NRC | Bassasso | Norway | Humanitarian Affairs Officer | 1 | 4 |
| OCHA/NRC | Bouake | Norway | Field Coordination Officer | 2 | 12 |
| OCHA/NRC | Conakry | Canada | Humanitarian Affairs Officer | 1 | 2 |
| OCHA/NRC | Dili | Norway | Humanitarian Affairs Officer | 1 | 6 |
| OCHA/NRC | Duekoue | Norway | Field Coordination Officer | 1 | 5 |
| OCHA/NRC | El-Fasher | Norway | Humanitarian Affairs officer | 2 | 8 |
| OCHA/NRC | Côte d'Ivoire | Norway | Humanitarian Affairs Officer | 1 | 6 |
| OCHA/NRC | Jerusalem | Norway | Humanitarian Affairs Officer | 1 | 1 |
| OCHA/NRC | Jordan, OCHA Iraq | Norway | Public information Officer | 1 | 4 |
| OCHA/NRC | Juba | Norway | Humanitarian Affairs Officer/Protection | 1 | 1 |
| OCHA/NRC | Nablus | Norway | Humanitarian Affairs Officer | 2 | 7 |
| OCHA/NRC | N'Djamena | Morocco | Public information | 1 | 3 |
| OCHA/NRC | Nyala | Norway | Camp Coordinator | 1 | 10 |
| OCHA/NRC | Somalia | Norway | Humanitarian Affairs Officer | 1 | 1 |
| OCHA/NRC | Somalia, based in Nairobi | Denmark | Advocacy and dissemination | 1 | 6 |
| OCHA/NRC | Zalingei | Norway | Humanitarian Affairs Officer | 1 | 9 |

| *Department* | *Country or area of activity* | *Country or area of nationality* | *Function* | *Number of persons engaged* | *Total duration (months)* |
|---|---|---|---|---|---|
| OCHA/RedR | Darfur, El-Fasher | Australia | Civil-Military Coordination Officer | 1 | 1 |
| OCHA/RedR | Darfur, Nyala | Australia | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/RedR | Juba | Australia | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/SIDA | Eritrea | Sweden | Humanitarian Affairs Officer | 1 | 0 |
| OCHA/SIDA | Islamabad | Sweden | Protection Officer | 1 | 5 |
| OCHA/SIDA | Jakarta | Sweden | Geographic Information System Officer | 1 | 4 |
| OCHA/SIDA | Jerusalem | Sweden | Humanitarian Affairs Officer | 1 | 3 |
| OCHA/SIDA | Muzzaffarabad | Sweden | Humanitarian Affairs Officer | 1 | 2 |
| OCHA/SIDA | Nablus | Sweden | Humanitarian Affairs Officer | 1 | 2 |
| OCHA/SIDA | Somalia, based in Nairobi | Sweden | Gender Adviser | 1 | 6 |
| OCHA/SIDA | Somalia, based in Nairobi | Sweden | Humanitarian Affairs Officer | 1 | 0 |
| OCHA/SIDA | Zalingei | Sweden | Humanitarian Affairs Officer | 1 | 6 |
| **Total** | | | | **54** | **4**[a] |

[a] Average duration of service, in months.

United Nations A/63/310/Add.2

General Assembly

Distr.: General
20 August 2008

Original: English

**Sixty-third session**
Item 126 of the provisional agenda*
**Human resources management**

# Employment of retirees and retired former staff, and extension of staff beyond the mandatory age of separation

## Report of the Secretary-General

*Summary*

The present report is submitted in compliance with General Assembly decision 51/408 and subsequent resolutions of the Assembly, including 57/305, 59/266 and 61/244 concerning the employment of retirees.

The report provides information concerning the employment of retired staff in the Secretariat during 2006-2007, including on the type of engagement, functions, category, level and remuneration, as well as the employing offices and departments.

The total number of retirees employed in 2006-2007 as well as the total number of days worked and the total cost of their employment were 979 persons, 176,996 days and $50 million, respectively. The number of nationalities represented in the employment of retired staff during the reporting period also increased over the 2004-2005 period from 74 to 98 nationalities. In addition, the percentage of women in number of retirees employed during the reporting period increased also from 42 to 45 per cent.

The report also provides information on the employment of former staff 60 years of age or older who chose a withdrawal settlement and were re-employed for six months or more, as well as the extension of staff beyond the mandatory age of separation.

The General Assembly is invited to take note of the report.

* A/63/150 and Corr.1.

08-46862 (E) 160908

# Contents


| | | Page |
|---|---|---|
| I. | Introduction | 3 |
| II. | Review of the employment of retirees during the biennium 2006-2007 | 4 |
| III. | Use of retirees in the 2006-2007 biennium as compared with the previous biennium | 5 |
| IV. | Employment of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more | 9 |
| V. | Employment of retirees in decision-making positions | 10 |
| VI. | Employment of retirees for an accrued service period exceeding two years | 10 |
| VII. | Extension of staff beyond the mandatory age of separation | 10 |
| VIII. | Analysis of the use of retirees | 11 |
| IX. | Conclusion | 11 |
| Annex | Statistical tables | |
| 1. | Use of retirees by type and number of engagement: 2006, 2007 and 2006-2007 | 13 |
| 2. | Use of retirees by category of engagement: 2006, 2007 and 2006-2007 | 14 |
| 3. | Use of retirees by department and office: 2006, 2007 and 2006-2007 | 14 |
| 4. | Use of retirees by nationality and gender (Secretariat and language-related services): 2006-2007 | 16 |
| 5. | Use of retirees by function: 2006-2007 | 20 |
| 6. | Use of retirees by age group: 2006-2007 | 25 |
| 7. | Use of retirees in decision-making positions and functions: 2006-2007 | 25 |
| 8. | Use of retirees, by department and function, employed for an accrued service period exceeding two years: 2006-2007 | 26 |
| 9. | Staff retained in service beyond the mandatory age of retirement by department/office: 2006, 2007 and 2006-2007 | 27 |
| 10. | Staff retained in service beyond the mandatory age of retirement by function: 2006, 2007 and 2006-2007 | 28 |
| 11. | Staff retained in service beyond the mandatory age of retirement by department/office and grade: 2006-2007 | 29 |

# I. Introduction

1. By its decision 51/408 and in subsequent resolutions including 57/305, 59/266 and 61/244, the General Assembly requested the Secretary-General to report to it every two years on the use of retired staff, including the criteria for selection of staff in the Professional and higher categories, the number of staff hired for periods exceeding two years and the number of retirees serving in posts that affect the decision-making process, in particular in the areas of recruitment and promotion within the Secretariat and in the field, as well as instances in which responsibilities for representation before intergovernmental bodies are assigned to retired staff and with regard to staff extended beyond the mandatory age of separation.[1]

2. The term "retiree", as defined in paragraph 4 of the report of the Secretary-General of 20 October 1998 (A/53/526), endorsed by the General Assembly in its resolution 53/221, is applied to "a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund".

3. Section II and tables 1 to 6 of the annex to the present report provide data on the use of retirees during the biennium 2006-2007. Section III provides information on the use of retirees in the reporting period as compared with the biennium 2004-2005. Data for that biennium were submitted to the General Assembly in a previous report of the Secretary-General on this subject (A/61/257/Add.2). Section IV deals with the use of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more. Section V and table 7 of the annex contain information on the employment of retirees in decision-making positions. Section VI and table 8 of the annex provide data and analytical information on the use of retirees and retirees employed during the biennium 2006-2007 for an accrued service period exceeding two years. Section VII and tables 9, 10 and 11 provide information on staff who, having exceeded the mandatory age of retirement, continue to work under an extension of appointment or upon a reappointment and continue to contribute to the United Nations Joint Staff Pension Fund. The continued employment of these staff is reported as retained in service beyond the mandatory age of separation by department/office, with indication of gender, nationality, function and duration of the extensions. Section VIII contains an analysis of the use of retirees during the biennium 2006-2007.

4. The report provides data based on records available in the Integrated Management Information System (IMIS) and other databases (including those of the United Nations Joint Staff Pension Fund and the Department of Field Support) for individuals and individual engagements during each year of the reporting period. In order to avoid the duplication of counts of individuals whose contracts straddled the two bienniums 2004-2005 and 2006-2007, these instances are reflected in the biennium 2006-2007 only if their contracts were either extended or renewed during the biennium 2006-2007.

5. The various tables in the report reflect differences in the numbers of retired staff employed as a result of the variable count of the engagements of retired staff against different reporting parameters. For example, the number of engagements by

[1] Retention in service beyond the mandatory age of separation and employment of retirees is governed by administrative instruction ST/AI/2003/8 and Amendment 1.

cumulative totals and the aggregated subtotals by department/office as well as for various functions differ from the count of individuals owing to the fact that some retirees were employed in more than one department/office and/or for different functions under more than one engagement during the reporting period. In addition, the counts by nationality as well as by age group also differ since the recording of retired staff employed in the Organization during the reporting period reflects any change of country of nationality. The notes to the tables in the annex of the present report provide explanations of these differences.

6. As for the selection of all staff, the paramount consideration in the employment of retired staff is the "necessity of securing the highest standards of efficiency, competence and integrity" with due regard to the importance of recruiting the staff on as wide a geographical basis as possible, as set out in Article 101, paragraph 3, of the Charter of the United Nations. Administrative instruction ST/AI/2003/8 grants the employment of retirees in the following situations: (a) if the operational requirements of the Organization cannot be met by staff members who are qualified and available to perform the required function; (b) if it would not adversely affect the career development or redeployment opportunities of other staff; and (c) if it is both cost-effective and an operationally sound solution to meet the needs of the service.

7. In line with the previous request of the General Assembly in its resolution 59/266 for consolidated reports, the present report is issued as an addendum to the Secretary-General's report on the composition of the Secretariat (A/63/310).

## II. Review of the employment of retirees during the biennium 2006-2007

8. The report provides information on retirees employed during the biennium 2006-2007 by year, with indication of the number of retirees and the number of engagements by type, by duration of services, by contractual modalities, categories, functions and grade/level. Relevant statistical data are contained in tables 1 to 11 of the annex.

9. The total number of individual retirees employed during the 2006-2007 biennium was 979, which represents the net figure or the baseline of such individuals employed in the Organization regardless of the number, type and category of engagement under which they were employed during the reporting period. Accordingly, this number is less than the cumulative numbers of retirees reported by type and number of engagements (see annex, table 1) or by category and number of engagements (see annex, table 2), since one individual retiree may have had several engagements of different types in one or various departments and offices. The total number of days worked by retired staff was 176,996 days in the biennium 2006-2007, with a total expenditure on the employment of retirees amounting to $50 million.

10. Six departments/offices employed 63.2 per cent of all retirees during the biennium. The Department for General Assembly and Conference Management was the largest user of retirees: 273 individuals (24.3 per cent of all employed retired staff) with 49,832 workdays at a cost of $18.4 million. The United Nations Office at Geneva was the second largest employer of retirees: 144 individuals (12.8 per cent

of the total), 16,159 working days at a cost of $5.6 million. The Department of Economic and Social Affairs was the third largest user of retirees: 83 individuals engaged (7.4 per cent of the total) with 9,074 workdays at a cost of $2.3 million. The Economic Commission for Latin America and the Caribbean employed 77 retirees (6.9 per cent of the total) for 13,869 working days at a cost of $2.2 million. Field missions administered by the Department of Peacekeeping Operations employed 73 retirees (6.5 per cent of the total) for 21,339 working days at a cost of $6.1 million. The Department of Management employed 61 retirees (5.4 per cent of the total) for 10,840 days at a cost of $2.3 million (see annex, table 3).

11. Retirees were mainly used in three groups of functions Secretariat-wide during the biennium 2006-2007: firstly, in language services, which represented the largest number and percentage (32 per cent of all retirees employed during the period), in particular revisers and interpreters; secondly, in administrative functions (23.4 per cent of all retirees); and thirdly, in political, economic, social, environmental, humanitarian, advisory and technical assistance functions (9.4 per cent of engagements). The remaining 448 individuals engaged in other services accounted for 35 per cent (see annex, table 5).

12. Retirees engaged during the reporting period came from 98 nationalities (see annex, table 4.A). Nationals of 11 Member States accounted for 64.5 per cent of all engagements of retirees during 2006-2007 as follows: 180 retirees were nationals of the United States of America (18.2 per cent); 75 of Egypt (7.6 per cent); 75 of France (7.6 per cent); 63 of Chile (6.4 per cent); 57 of the United Kingdom of Great Britain and Northern Ireland (5.7 per cent); 42 of the Philippines (4.2 per cent); 33 of China (3.3 per cent); 31 of the Russian Federation (3.1 per cent); 28 of Argentina (2.8 per cent); 28 of Canada (2.8 per cent); and 27 of Spain (2.7 per cent).

13. Of the employed retirees 439 were women, a number which represents 44.8 per cent of the total number of retirees employed during the reporting period.

14. Retirees aged between 60 to 70 years (80.8 per cent of the total) and between 55 to 60 years (6.5 per cent of the total) constituted 87.3 per cent of all retirees engaged during the biennium.

15. The total expenditure on retirees during the biennium 2006-2007 amounted to $50 million. The largest areas of expenditure were language services, which accounted for $24.3 million (48.6 per cent) and administrative services, which accounted for $12.8 million (25.6 per cent) of the total amount. The remaining $12.9 million was spent on other services.

## III. Use of retirees in the 2006-2007 biennium as compared with the previous biennium

16. The number of retirees hired in 2006-2007 reflects a 99.4 per cent increase over the 2004-2005 biennium (488 individuals more). The number of days worked increased by 81.7 per cent, from 97,406 days during the biennium 2004-2005 to 176,996 days in 2006-2007. The total expenditure also increased by 49.1 per cent — from $33.5 million in 2004-2005 to $50 million in 2006-2007.

17. In 2007 the annual expenditure ($24.7 million) decreased 2.8 per cent as compared with 2006 ($25.4 million). The average cost of a retiree per day in

2006-2007 also decreased by 17.9 per cent to an average of $282.51 compared with the average of $344.25 in 2004-2005. This is mainly due to the engagement of a larger number of retirees in the General Service and related categories.

18. Retirees were employed in more departments and offices (39) in the biennium 2006-2007 as compared to 2004-2005 (30).

19. During the reporting period, the number of retirees engaged in the Professional and higher categories was 130, which represents 12 per cent of the total of 1,079 individuals, a 31.3 per cent increase over the figure reported for the biennium 2004-2005 (99 staff). The number of retirees engaged as consultants and individual contractors in 2006-2007 was 341 persons, or 228 more than in the 2004-2005 biennium.

20. The use of retirees employed in language-related functions increased to a total of 406, which represents a 26.1 per cent increase over the reported number for 2004-2005 (322 persons). The number of days worked for language-related functions increased to 61,070 days, a 22.5 per cent increase compared to 2004-2005. The total expenditure on retirees employed in language-related functions increased by 17.1 per cent to $24.3 million in 2006-2007 as compared with $20.7 million in the 2004-2005 biennium.

21. The use of retirees in administrative services[2] during 2006-2007 increased to 297 (167 or 128.5 per cent more than in 2004-2005). The number of days worked by retirees in administrative functions also increased to a total of 58,487 (29,412 days or 101.2 per cent more). The total cost increased to $12.8 million ($6.3 million or 95.4 per cent more).

22. The number of retirees discharging services in functions such as political, economic, social, environmental, humanitarian and technical assistance increased compared with the 2004-2005 biennium (119 versus 59). The number of working days in these functions increased in 2006-2007 to a total of 20,990 (9,741 workdays or 86.6 per cent more as compared with 2004-2005). The cost of this group increased to a total of $7.1 million ($3.3 million or 89.1 per cent more than in 2004-2005).

23. Compared to 2004-2005, the number of nationalities among the employed retirees increased from 74 to 98 nationalities in 2006-2007 (an increase of 32.4 per cent). The percentage of women retirees also increased from 42 per cent in 2004-2005 to 44.8 per cent in 2006-2007.

[2] Some functions classified under "Other services" in table 5 of the annex in the previous report (A/61/257/Add.2), such as Chief of Division, Section, etc. are classified in the present report under the appropriate occupational groups, i.e., "Administrative services", "Political, economic, social, environmental, humanitarian, advisory and technical assistance services". This revised classification partially accounts for the increase of retirees engaged in these occupational groups. In the present report, "Other services" combined consultants and individual contractors.

Figure I
**Number of retirees in the Secretariat: 2000-2007**

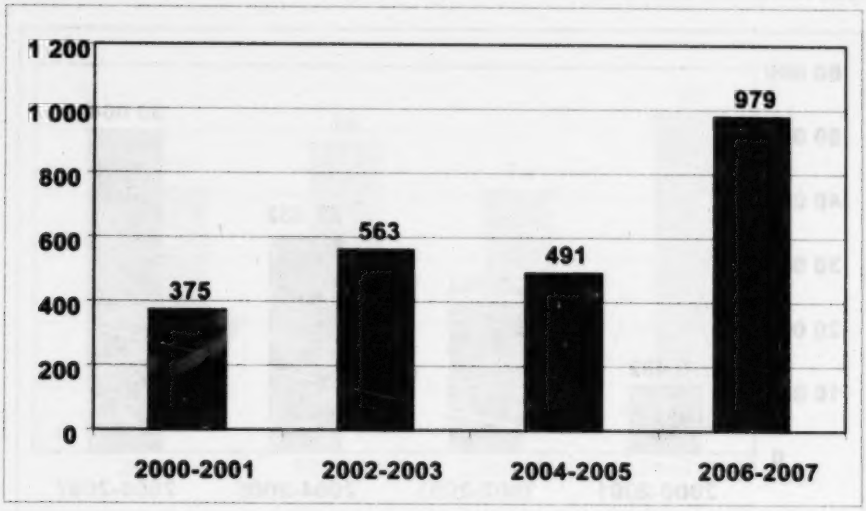



Figure II
**Number of days worked by retirees in the Secretariat: 2000-2007**

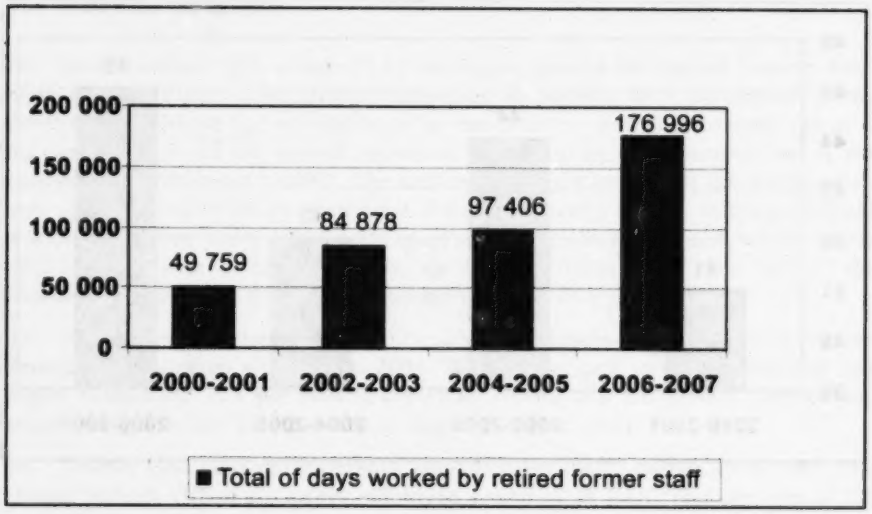


Figure III
**Total expenditures on retirees: 2000-2007**
(In thousands of United States dollars)

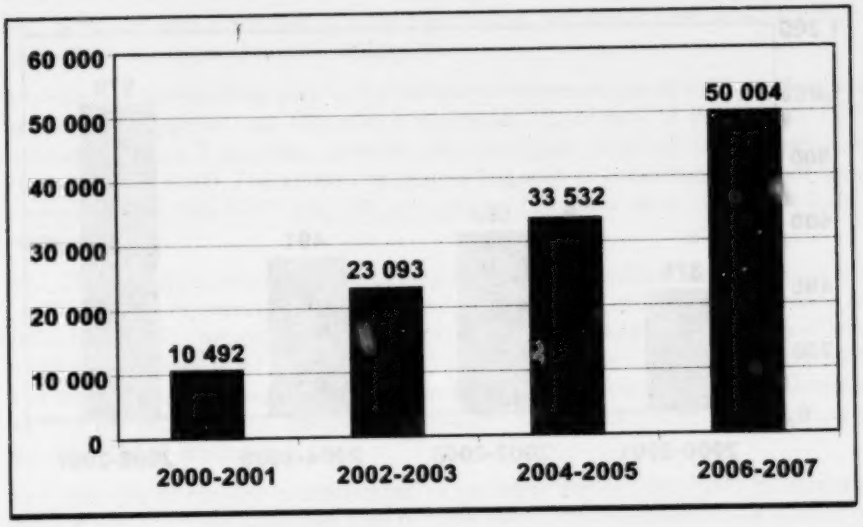



Figure IV
**Percentage of women retirees in the Secretariat: 2000-2007**

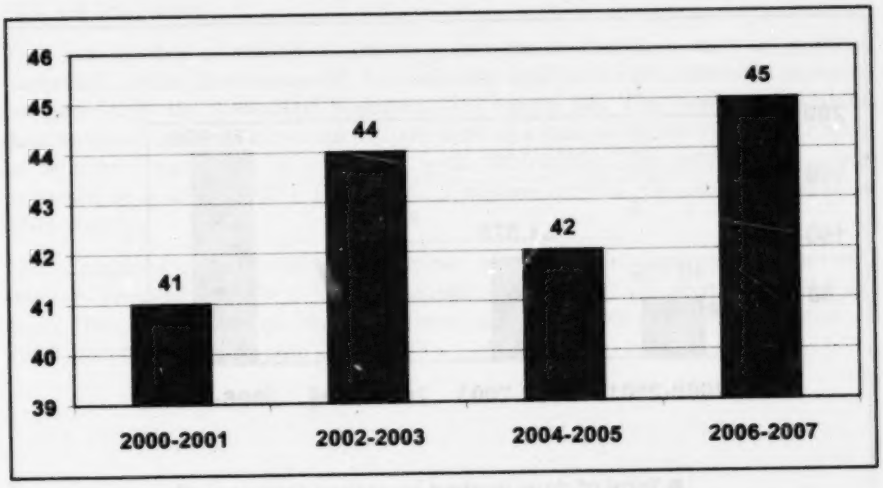
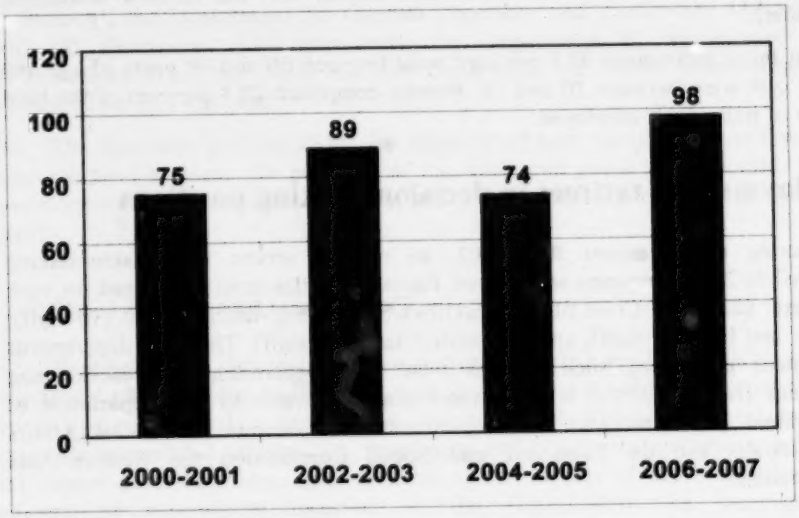


Figure V
**Number of Member States represented by retirees: 2000-2007**




# IV. Employment of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more

24. In accordance with article 31 of the regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to a participant in the Pension Fund whose age on separation is less than the normal retirement age or if the participant is of the normal retirement age or older on separation but is not entitled to a retirement benefit. The settlement should consist of the participant's own contributions to the Pension Fund if the contributory service of the participant was less than five years or the participant's own contributions increased by 10 per cent for each year in excess of five, up to a maximum of 100 per cent, if the contributory service of the participant was more than five years.

25. During the biennium 2006-2007, 232 individuals were employed in the Secretariat, compared with 209 in 2004-2005, 34 per cent in the Professional and higher categories, 13.1 per cent in the Field Service and the General Service and related categories and 27.8 per cent in language-related posts.

26. Twenty-nine departments/offices employed such staff during 2006-2007. The United Nations Office at Geneva employed a total of 49 staff (18.1 per cent of the total), followed by the Department of Peacekeeping Operations (field missions) with 48 staff (17.7 per cent of the total) and the Department for General Assembly and Conference Management with 46 staff (17 per cent).

27. The number of days worked by persons in this category during the 2006-2007 biennium totalled 73,142, representing an expenditure of $23.5 million. Among those employed, 29.6 per cent were employed in language-related services (17,693 workdays, $6.5 million); 22.8 per cent worked in administrative services

(21,029 workdays at a total cost of $6.1 million); and 25.8 per cent were engaged in political, economic and social affairs, environment, humanitarian assistance, advisory services, technical assistance and similar services (27,044 workdays, $9 million).

28. Of those individuals 92.8 per cent were between 60 and 70 years of age and 6.3 per cent were between 70 and 75. Women comprised 29.1 per cent of the total number of individuals employed.

## V. Employment of retirees in decision-making positions

29. During the biennium 2006-2007, 46 retirees served in decision-making positions[3] in 20 departments and offices. Functional titles most often used for such staff were: Chief and Chief of Branch/Office/Section/Service/Staff/Unit (10 staff); Director and Head (7 staff); and Officer-in-Charge (4 staff). The main departments and offices employing such persons were: the Department of Peacekeeping Operations (field missions) with 14 individuals, followed by the Department of Management (7 individuals), the Department of Economic and Social Affairs (3 individuals) and the Economic and Social Commission for Western Asia (3 individuals).

## VI. Employment of retirees for an accrued service period exceeding two years

30. Eight retirees (including three women) accrued over two years of service during the 2006-2007 biennium.

31. The total number of days worked by this group was 6,288, at a cost of $1.8 million.

32. Out of seven Departments and Offices where such persons served, the majority of engagements were in the Department of Peacekeeping Operations (field missions) (3 staff) and the Department of Management (2 staff).

## VII. Extension of staff beyond the mandatory age of separation

33. Retention of staff beyond the mandatory age of separation is governed by the criteria set out in administrative instruction ST/AI/2003/8, including when: (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and (b) the retention of the staff member was in the interest of the Organization due to the exigencies of the service concerned.

34. During the 2006-2007 biennium a total of 272 staff were retained beyond the mandatory age of separation, 113 of whom were women (41.5 per cent). This represents an increase of 22.5 per cent compared with the 2004-2005 biennium (222 staff).

[3] Decision-making positions have been determined according to the functional titles of posts at the P-4 and higher levels with supervisory functions.

35. Four departments accounted for the majority of extensions beyond the mandatory age of separation (62.5 per cent of the total). These were the Department of Peacekeeping Operations (field missions) with 84 extensions (30.9 per cent of all extensions), the Department for General Assembly and Conference Management with 39 extensions (14.3 per cent), the Department of Management with 32 extensions (11.8 per cent) and the Department of Public Information with 15 extensions (5.5 per cent).

36. The functions performed by the majority of this category of staff were in administrative services (54 per cent of the total) and political, economic, social, environmental, humanitarian, advisory and technical assistance services (45.1 per cent).

## VIII. Analysis of the use of retirees

37. Experience has demonstrated that retirees provide a readily available pool of specialists with in-house expertise to meet organizational needs, providing that the conditions enumerated in paragraph 6 above are met. The occupational group of language and related services (i.e., translation and documents processing) remained the largest users of retirees both in terms of the number of days worked and the amount of expenditure incurred by the Organization. In language and language-related services, for example, there has been an attrition of 138 staff through retirements since 2004. The situation has been exacerbated by uneven results in the replenishment of language examination rosters and growing global competition from other employers.

38. The expanding and evolving needs of field operations (peacekeeping and humanitarian activities) have often required the immediate deployment of experienced staff. The increase in the number of new or expanding missions (for example, the expanded operation in Timor-Leste and the preparatory phase of the hybrid operations in Darfur) required the immediate deployment of a large number of experienced personnel, some of whom were drawn from retirees or retention of staff beyond the mandatory age of separation. Additionally, field operations often have a high turnover rate (up to 30 per cent per year), and currently some 50 per cent of the staff at missions have two years or less experience in the Organization. In these circumstances, retirees are an available pool from which to draw candidates with the required institutional knowledge, skills and experience, without prejudice to the career development and redeployment opportunities of other staff.

## IX. Conclusion

39. **The General Assembly is invited to take note of the present report.**

# Annex

## Statistical tables

### Abbreviations used in tables

| | |
|---|---|
| ASG | Assistant Secretary-General |
| DESA | Department of Economic and Social Affairs |
| DFS | Department of Field Support |
| DGACM | Department for General Assembly and Conference Management |
| DM | Department of Management |
| DPA | Department of Political Affairs |
| DPI | Department of Public Information |
| DPKO | Department of Peacekeeping Operations |
| DSS | Department of Safety and Security |
| ECA | Economic Commission for Africa |
| ECE | Economic Commission for Europe |
| ECLAC | Economic Commission for Latin America and the Caribbean |
| EOSG | Executive Office of the Secretary-General |
| ESCAP | Economic and Social Commission for Asia and the Pacific |
| ESCWA | Economic and Social Commission for Western Asia |
| FMADPKO | Field missions administered by the Department of Peacekeeping Operations |
| IMIS | Integrated Management Information System |
| OCHA | Office for the Coordination of Humanitarian Affairs |
| ODA | Office of Disarmament Affairs |
| OHCHR | Office of the United Nations High Commissioner for Human Rights |
| OHRLLS | Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States |
| OIO | Other interorganization |
| OIOS | Office of Internal Oversight Services |
| OLA | Office of Legal Affairs |
| OSAA | Office of the Special Adviser on Africa |
| OUSG | Office of the Under-Secretary-General |
| REGCOM | Regional Commissions |
| UNAT | United Nations Administrative Tribunal |
| UNCC | United Nations Compensation Commission |
| UNCTAD | United Nations Conference on Trade and Development |
| UNEP | United Nations Environment Programme |
| UN-Habitat | United Nations Human Settlements Programme |

| | |
|---|---|
| UNMOVIC | United Nations Monitoring, Verification and Inspection Commission |
| UNODC | United Nations Office on Drugs and Crime |
| UNOG | United Nations Office at Geneva |
| UNON | United Nations Office at Nairobi |
| UNOV | United Nations Office at Vienna |
| USG | Under-Secretary-General |

**Explanatory notes**

All data on expenditures have been rounded to the nearest thousand (United States dollars).

The baseline used in the report is 979 individual retirees employed in 2006 and 2007, for a total of 3,022 engagements and a total of 176,996 days of service, at a cost of $50 million.

The data on the individuals engaged in each year of the reporting period are reported from available IMIS records on a consolidated basis. Differences in the number of persons engaged which appear in the totals of the tables are the result of the variable count of the engagements against different parameters.

In the previous report on employment of retired former staff (A/61/257/Add.2), tables 1, 2 and 3 had columns with the headings of "Number of engagements", which should be read "Number of persons engaged". In the present report, tables 1, 2 and 3 have separate columns for "Number of persons engaged" and "Number of engagements" in order to make the distinction between the two different counts and thus enhance the analytical value of the report.

Table 1
**Use of retirees by type and number of engagement: 2006, 2007 and 2006-2007**

| | *Number of persons engaged* | | | *Number of engagements* | | | *Total of days worked* | | | *Total fees or salaries ($000)* | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *Type of engagement* | *2006* | *2007* | *2006-2007* | *2006* | *2007* | *2006-2007* | *2006* | *2007* | *2006-2007* | *2006* | *2007* | *2006-2007* |
| Fixed-term | 114 | 133 | 175 | 218 | 308 | 476 | 28 099 | 22 702 | 50 801 | 7 180 | 4 804 | 11 983 |
| Intermediate | 4 | 5 | 5 | 11 | 11 | 21 | 1 209 | 1 457 | 2 666 | 501 | 572 | 1 073 |
| Limited duration | 20 | 18 | 28 | 39 | 38 | 68 | 4 047 | 3 743 | 7 790 | 1 168 | 985 | 2 153 |
| Permanent | 2 | | 2 | 2 | | 2 | 243 | | 243 | 38 | | 38 |
| Short-term | 417 | 478 | 568 | 810 | 952 | 1 742 | 37 936 | 42 404 | 80 340 | 13 943 | 15 385 | 29 328 |
| Consultant | 106 | 152 | 199 | 154 | 245 | 386 | 8 820 | 10 966 | 19 786 | 1 492 | 1 983 | 3 475 |
| Individual contractor | 118 | 107 | 166 | 181 | 162 | 327 | 8 827 | 6 543 | 15 370 | 1 032 | 922 | 1 954 |
| **Total** | **781** | **893** | **1 143** | **1 415** | **1 716** | **3 022** | **89 181** | **87 815** | **176 996** | **25 353** | **24 651** | **50 004** |

*Note*: The total number of engagements for the biennium (3,022) is less than the sum of the totals for 2006 and 2007 (3,131) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (3,022) and the total number of persons engaged (979) results from the fact that some people had multiple engagements.

Table 2
**Use of retirees by category of engagement: 2006, 2007 and 2006-2007**

| Category of engagement | Number of persons engaged | | | Number of engagements | | | Total of days worked | | | Total fees or salaries ($000) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 |
| Assistant and Under-Secretaries-General | 4 | 4 | 5 | 4 | 5 | 7 | 1 494 | 204 | 1 698 | 939 | 129 | 1 068 |
| Field Service and General Service | 176 | 226 | 278 | 381 | 543 | 892 | 27 421 | 30 385 | 57 806 | 5 087 | 5 689 | 10 776 |
| Language-related categories | 267 | 297 | 325 | 518 | 560 | 1 067 | 25 095 | 26 672 | 51 767 | 10 858 | 11 534 | 22 392 |
| Professional and higher categories | 101 | 92 | 130 | 177 | 201 | 343 | 17 524 | 13 045 | 30 569 | 5 946 | 4 394 | 10 340 |
| Consultants and individual contractors | 216 | 248 | 341 | 335 | 407 | 713 | 17 647 | 17 509 | 35 156 | 2 524 | 2 906 | 5 429 |
| **Total** | **764** | **867** | **1 079** | **1 415** | **1 716** | **3 022** | **89 181** | **87 815** | **176 996** | **25 353** | **24 651** | **50 004** |

*Note*: The total number of engagements for the biennium (3,022) is less than the sum of the totals for 2006 and 2007 (3,131) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (3,022) and the total number of persons engaged (979) results from the fact that some people had multiple engagements.

Table 3
**Use of retirees by department and office: 2006, 2007 and 2006-2007**

| Department/Office | Number of persons engaged | | | Number of engagements | | | Total of days worked | | | Total fees or salaries ($000) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 |
| DESA | 47 | 63 | 83 | 78 | 112 | 187 | 4 181 | 4 893 | 9 074 | 1 083 049 | 1 175 484 | 2 258 533 |
| DFS | | 5 | 5 | | 6 | 6 | | 345 | 345 | | 82 692 | 82 692 |
| DGACM | 229 | 245 | 273 | 394 | 402 | 780 | 25 136 | 24 696 | 49 832 | 9 093 661 | 9 309 015 | 18 402 676 |
| DM | 35 | 45 | 61 | 58 | 88 | 140 | 4 688 | 6 152 | 10 840 | 1 071 725 | 1 269 910 | 2 341 635 |
| DPA | 9 | 12 | 15 | 11 | 18 | 25 | 1 389 | 1 148 | 2 537 | 310 731 | 230 874 | 541 605 |
| DPI | 18 | 18 | 25 | 25 | 33 | 54 | 1 747 | 1 646 | 3 393 | 370 183 | 309 186 | 679 369 |
| DPKO | 11 | 17 | 21 | 16 | 32 | 42 | 1 440 | 2 207 | 3 647 | 322 667 | 499 691 | 822 358 |
| DSS | 3 | 4 | 6 | 10 | 6 | 15 | 640 | 542 | 1 182 | 105 994 | 127 870 | 233 864 |
| ECA | 14 | 15 | 22 | 24 | 20 | 40 | 1 736 | 1 436 | 3 172 | 163 258 | 209 057 | 372 315 |
| ECE | 5 | 13 | 15 | 6 | 18 | 22 | 980 | 855 | 1 835 | 170 710 | 267 333 | 438 043 |
| ECLAC | 54 | 63 | 77 | 158 | 192 | 343 | 6 148 | 7 721 | 13 869 | 942 015 | 1 290 447 | 2 232 462 |
| EOSG | 11 | 7 | 14 | 14 | 16 | 28 | 708 | 508 | 1 216 | 133 869 | 82 599 | 216 468 |
| ESCAP | 24 | 27 | 41 | 55 | 57 | 112 | 2 198 | 3 181 | 5 379 | 537 020 | 550 870 | 1 087 890 |
| ESCWA | 14 | 15 | 20 | 25 | 26 | 47 | 2 373 | 1 565 | 3 938 | 592 875 | 285 833 | 878 708 |
| FMADPKO | 57 | 46 | 73 | 103 | 93 | 175 | 13 | 8 219 | 21 339 | 3 694 558 | 2 376 915 | 6 071 473 |

| Department/Office | Number of persons engaged | | | Number of engagements | | | Total of days worked | | | Total fees or salaries ($000) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 | 2006 | 2007 | 2006-2007 |
| | | | | | | | 120 | | | | | |
| OCHA | 12 | 15 | 19 | 24 | 28 | 48 | 2 328 | 2 296 | 4 624 | 562 254 | 421 757 | 984 011 |
| ODA | 1 | 3 | 3 | 1 | 13 | 13 | 30 | 341 | 371 | 7 982 | 78 364 | 86 346 |
| OHCHR | 11 | 8 | 15 | 26 | 21 | 46 | 1 042 | 691 | 1 733 | 340 266 | 220 090 | 560 356 |
| OHRLLS | 4 | 2 | 5 | 6 | 2 | 8 | 229 | 79 | 308 | 49 067 | 19 400 | 68 467 |
| OIOS | 1 | 3 | 4 | 1 | 4 | 5 | 3 | 252 | 255 | 622 | 45 581 | 46 203 |
| OLA | 5 | 10 | 12 | 10 | 19 | 28 | 1 340 | 1 068 | 2 408 | 530 281 | 151 057 | 681 338 |
| OMBUDSMAN | 1 | | 1 | 1 | | 1 | 23 | | 23 | 3 736 | | 3 736 |
| OSAA | 2 | 3 | 4 | 2 | 6 | 7 | 424 | 417 | 841 | 249 126 | 66 373 | 315 499 |
| REGCOM | | 2 | 2 | | 2 | 2 | | 102 | 102 | | 14 744 | 14 744 |
| UNAT | 2 | 1 | 2 | 2 | 2 | 4 | 83 | 118 | 201 | 11 098 | 19 167 | 30 265 |
| UNCC | 3 | 3 | 4 | 4 | 7 | 10 | 96 | 75 | 171 | 18 903 | 14 713 | 33 616 |
| UNCTAD | 19 | 26 | 33 | 31 | 43 | 72 | 2 395 | 2 048 | 4 443 | 537 928 | 495 363 | 1 033 291 |
| UNEP | 12 | 21 | 27 | 15 | 32 | 45 | 904 | 1 120 | 2 024 | 111 060 | 260 360 | 371 420 |
| UN-Habitat | 12 | 16 | 20 | 14 | 21 | 33 | 1 522 | 942 | 2 464 | 311 823 | 271 693 | 583 516 |
| UNMOVIC | 2 | 2 | 2 | 3 | 3 | 4 | 413 | 109 | 522 | 126 284 | 32 812 | 159 096 |
| UNODC | 5 | 7 | 8 | 7 | 9 | 13 | 895 | 607 | 1 502 | 254 788 | 206 117 | 460 905 |
| UNOG | 100 | 129 | 144 | 192 | 268 | 455 | 7 279 | 8 880 | 16 159 | 2 459 527 | 3 150 219 | 5 609 746 |
| UNON | 14 | 13 | 19 | 21 | 19 | 39 | 865 | 758 | 1 623 | 72 582 | 100 723 | 173 305 |
| UNOV | 36 | 43 | 49 | 78 | 98 | 173 | 2 826 | 2 798 | 5 624 | 1 113 717 | 1 014 765 | 2 128 482 |
| **Total** | **773** | **902** | **1 124** | **1 415** | **1 716** | **3 022** | **89 181** | **87 815** | **176 996** | **25 353 359** | **24 651 074** | **50 004 433** |

*Note*: The total number of persons engaged for the biennium (1,124) is less than the sum of the totals for 2006 and 2007 (1,675) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (1,124) and the total number of individuals (979) results from the engagement of some former retired staff by more than one department or office during the biennium. The total number of engagements in this table is based on the count of engagements of the same individual in the same department as one occurrence, while engagements of the same individual in different departments are counted by occurrence. This explains the difference between the total numbers of engagements in this table (1,124) and tables 1 and 2 (3,022).

Table 4
**Use of retirees by nationality and gender (Secretariat and language-related services): 2006-2007**

## A. Secretariat

| *Country of nationality/status* | *Number of persons engaged* | *Percentage of women* | *Total of days worked* | *Total fees or salaries (in thousands of United States dollars)* |
|---|---|---|---|---|
| United States of America | 180 | 55 | 31 005 | 8 845 |
| Egypt | 75 | 24 | 14 385 | 5 244 |
| France | 75 | 68 | 12 596 | 3 953 |
| Chile | 63 | 52 | 12 843 | 2 666 |
| United Kingdom of Great Britain and Northern Ireland | 57 | 51 | 8 521 | 2 808 |
| Philippines | 42 | 90 | 11 134 | 1 937 |
| China | 33 | 30 | 4 383 | 1 757 |
| Russian Federation | 31 | 16 | 4 443 | 1 529 |
| Argentina | 28 | 39 | 6 771 | 2 144 |
| Canada | 28 | 29 | 4 467 | 1 285 |
| Spain | 27 | 33 | 5 551 | 1 949 |
| Austria | 17 | 53 | 2 662 | 703 |
| Ethiopia | 17 | 53 | 3 163 | 371 |
| Thailand | 17 | 65 | 3 459 | 519 |
| Germany | 15 | 47 | 3 224 | 956 |
| Switzerland | 14 | 57 | 1 524 | 488 |
| Syrian Arab Republic | 14 | 0 | 3 071 | 1 247 |
| Australia | 13 | 31 | 1 842 | 605 |
| Kenya | 13 | 46 | 2 275 | 426 |
| India | 12 | 17 | 2 015 | 499 |
| Lebanon | 10 | 50 | 2 401 | 396 |
| Belgium | 8 | 25 | 1 659 | 577 |
| Guyana | 8 | 50 | 439 | 145 |
| Ireland | 8 | 75 | 1 781 | 413 |
| Mexico | 8 | 63 | 1 299 | 231 |
| Sri Lanka | 8 | 25 | 1 973 | 288 |
| Colombia | 7 | 71 | 797 | 338 |
| Sweden | 7 | 29 | 1 403 | 504 |
| Iraq | 6 | 17 | 890 | 256 |
| Italy | 6 | 0 | 1 093 | 278 |
| Poland | 6 | 33 | 1 242 | 289 |
| Trinidad and Tobago | 6 | 67 | 841 | 178 |
| Tunisia | 6 | 17 | 498 | 237 |

| *Country of nationality/status* | *Number of persons engaged* | *Percentage of women* | *Total of days worked* | *Total fees or salaries (in thousands of United States dollars)* |
|---|---|---|---|---|
| Uruguay | 6 | 17 | 873 | 187 |
| Ecuador | 5 | 60 | 1 425 | 223 |
| Algeria | 4 | 0 | 528 | 217 |
| Cuba | 4 | 50 | 426 | 130 |
| Guatemala | 4 | 25 | 498 | 125 |
| Myanmar | 4 | 25 | 708 | 152 |
| Sudan | 4 | 0 | 684 | 160 |
| Greece | 3 | 67 | 496 | 97 |
| Haiti | 3 | 100 | 202 | 56 |
| Israel | 3 | 0 | 575 | 237 |
| Netherlands | 3 | 33 | 327 | 70 |
| Panama | 3 | 67 | 340 | 55 |
| Peru | 3 | 67 | 278 | 102 |
| Turkey | 3 | 33 | 221 | 73 |
| Venezuela (Bolivarian Republic of) | 3 | 100 | 1 277 | 218 |
| Bolivia | 2 | 50 | 548 | 187 |
| Brazil | 2 | 50 | 425 | 92 |
| Denmark | 2 | 0 | 315 | 93 |
| El Salvador | 2 | 50 | 466 | 75 |
| Finland | 2 | 0 | 339 | 98 |
| Ghana | 2 | 0 | 170 | 33 |
| Jamaica | 2 | 50 | 499 | 71 |
| Japan | 2 | 0 | 107 | 33 |
| Jordan | 2 | 0 | 538 | 254 |
| Malaysia | 2 | 0 | 121 | 53 |
| Morocco | 2 | 0 | 124 | 55 |
| New Zealand | 2 | 0 | 149 | 46 |
| Nigeria | 2 | 0 | 569 | 233 |
| Pakistan | 2 | 0 | 592 | 90 |
| Singapore | 2 | 50 | 96 | 29 |
| Somalia | 2 | 0 | 89 | 36 |
| Stateless | 2 | 50 | 453 | 129 |
| Uganda | 2 | 50 | 306 | 44 |
| United Republic of Tanzania | 2 | 0 | 201 | 40 |
| Angola | 1 | 0 | 11 | 3 |
| Antigua and Barbuda | 1 | 100 | 362 | 44 |
| Bangladesh | 1 | 0 | 156 | 36 |
| Belarus | 1 | 0 | 28 | 4 |

| *Country of nationality/status* | *Number of persons engaged* | *Percentage of women* | *Total of days worked* | *Total fees or salaries (in thousands of United States dollars)* |
|---|---|---|---|---|
| Botswana | 1 | 0 | 364 | 239 |
| Bulgaria | 1 | 0 | 7 | 3 |
| Burkina Faso | 1 | 0 | 747 | 275 |
| Cameroon | 1 | 0 | 60 | 12 |
| Congo | 1 | 100 | 180 | 54 |
| Cyprus | 1 | 0 | 333 | 163 |
| Dominican Republic | 1 | 0 | 1 | 0 |
| Gambia | 1 | 0 | 356 | 44 |
| Grenada | 1 | 0 | 267 | 53 |
| Hungary | 1 | 0 | 60 | 24 |
| Indonesia | 1 | 0 | 57 | 9 |
| Iran (Islamic Republic of) | 1 | 0 | 30 | 0 |
| Liberia | 1 | 100 | 166 | 16 |
| Mali | 1 | 0 | 301 | 146 |
| Malta | 1 | 0 | 94 | 40 |
| Mauritius | 1 | 100 | 227 | 36 |
| Namibia | 1 | 0 | 91 | 54 |
| Niger | 1 | 100 | 454 | 103 |
| Norway | 1 | 0 | 100 | 33 |
| Paraguay | 1 | 100 | 201 | 97 |
| Portugal | 1 | 1 | 104 | 30 |
| Serbia | 1 | 0 | 181 | 29 |
| Senegal | 1 | 0 | 349 | 169 |
| South Africa | 1 | 100 | 49 | 18 |
| Togo | 1 | 0 | 148 | 66 |
| Yemen | 1 | 0 | 330 | 160 |
| Zimbabwe | 1 | 100 | 243 | 31 |
| **Others** | | | | |
| Palestine | 1 | 0 | 324 | 157 |
| **Total** | **990** | **45** | **176 996** | **50 004** |

*Note*: The total number 990 is greater than the total number of individuals employed over the biennium (979) as some individuals changed country or area of nationality.

## B. Language-related services

| *Country of nationality* | *Number of persons engaged* | *Percentage of women* | *Total of days worked* | *Total fees or salaries (in thousands of United States dollars)* |
|---|---|---|---|---|
| United States of America | 69 | 51 | 10 748 | 4 007 |
| Egypt | 67 | 19 | 12 945 | 4 725 |
| France | 40 | 70 | 6 985 | 2 747 |
| United Kingdom of Great Britain and Northern Ireland | 28 | 54 | 2 947 | 1 303 |
| China | 25 | 32 | 3 712 | 1 589 |
| Russian Federation | 21 | 14 | 2 988 | 1 238 |
| Spain | 21 | 29 | 3 902 | 1 616 |
| Argentina | 16 | 44 | 1 968 | 862 |
| Syrian Arab Republic | 11 | 0 | 2 582 | 1 173 |
| Chile | 8 | 38 | 1 633 | 783 |
| Tunisia | 6 | 17 | 498 | 237 |
| Austria | 5 | 0 | 1 127 | 477 |
| Switzerland | 5 | 60 | 472 | 205 |
| Belgium | 4 | 25 | 588 | 196 |
| Colombia | 4 | 75 | 677 | 306 |
| Lebanon | 4 | 50 | 622 | 218 |
| Philippines | 4 | 75 | 363 | 73 |
| Cuba | 3 | 67 | 203 | 98 |
| Ecuador | 3 | 67 | 513 | 202 |
| Algeria | 2 | 0 | 156 | 65 |
| Canada | 2 | 100 | 97 | 39 |
| Germany | 2 | 100 | 188 | 32 |
| Guatemala | 2 | 50 | 400 | 93 |
| Haiti | 2 | 100 | 112 | 41 |
| Israel | 2 | 0 | 437 | 211 |
| Jordan | 2 | 0 | 530 | 250 |
| Morocco | 2 | 0 | 124 | 55 |
| Sudan | 2 | 0 | 139 | 67 |
| Australia | 1 | 100 | 245 | 119 |
| Dominican Republic | 1 | 0 | 1 | 0 |
| Greece | 1 | 0 | 76 | 29 |
| Iraq | 1 | 0 | 243 | 118 |
| Ireland | 1 | 100 | 119 | 30 |
| Malaysia | 1 | 0 | 60 | 29 |
| Mali | 1 | 0 | 301 | 146 |
| Mexico | 1 | 0 | 174 | 84 |
| New Zealand | 1 | 0 | 119 | 31 |

| *Country of nationality* | *Number of persons engaged* | *Percentage of women* | *Total of days worked* | *Total fees or salaries (in thousands of United States dollars)* |
|---|---|---|---|---|
| Panama | 1 | 0 | 61 | 10 |
| Paraguay | 1 | 100 | 201 | 97 |
| Peru | 1 | 100 | 175 | 85 |
| Poland | 1 | 100 | 346 | 54 |
| Senegal | 1 | 0 | 349 | 169 |
| Thailand | 1 | 100 | 145 | 22 |
| Uruguay | 1 | 100 | 145 | 70 |
| Yemen | 1 | 0 | 330 | 160 |
| **Others** | | | | |
| Palestine | 1 | 0 | 324 | 157 |
| **Total** | **380** | **39** | **61 070** | **24 320** |

Table 5
**Use of retirees by function: 2006-2007**

| *Functions* | *Number of retirees engaged* | *Total of days worked* | *Total salaries (in thousands of United States dollars)* |
|---|---|---|---|
| **Language-related services** | | | |
| Editor | 18 | 3 488 | 1 482 |
| Editorial and Desktop Publishing Assistant | 36 | 7 061 | 949 |
| Editorial Assistant | 12 | 1 838 | 340 |
| Editorial Clerk | 3 | 303 | 44 |
| Interpreter | 87 | 7 330 | 3 319 |
| Language Reference Assistant | 10 | 1 823 | 306 |
| Language Teacher | 1 | 13 | 2 |
| Proofreader | 3 | 245 | 58 |
| Reviser | 187 | 33 541 | 15 978 |
| Text Processing Assistant | 4 | 448 | 115 |
| Text Processing Clerk | 17 | 1 855 | 463 |
| Translator | 23 | 2 533 | 1 013 |
| Verbatim Reporter | 5 | 592 | 250 |
| **Subtotal** | **406** | **61 070** | **24 320** |
| **Political, economic, social, environmental, humanitarian, advisory and technical assistance services** | | | |
| Adviser | 6 | 1 731 | 747 |
| Chief | 2 | 86 | 36 |
| Chief of Branch | 1 | 38 | 18 |

| *Functions* | *Number of retirees engaged* | *Total of days worked* | *Total salaries (in thousands of United States dollars)* |
|---|---|---|---|
| Chief of Office | 2 | 571 | 180 |
| Chief of Section | 2 | 173 | 58 |
| Chief of Service | 1 | 241 | 73 |
| Chief of Unit | 1 | 196 | 59 |
| Civil Affairs Coordinator | 1 | 218 | 66 |
| Civil Affairs Officer | 1 | 301 | 91 |
| Coordinator | 1 | 666 | 246 |
| Corporal | 2 | 654 | 81 |
| Director | 4 | 708 | 348 |
| Economic Affairs Officer | 12 | 1 292 | 376 |
| Economics Assistant | 1 | 72 | 18 |
| Engineer | 1 | 130 | 33 |
| Expert | 3 | 854 | 310 |
| First Officer | 8 | 1 729 | 527 |
| Head | 3 | 1 167 | 492 |
| Humanitarian Affairs Officer | 1 | 251 | 76 |
| Information Officer | 6 | 1 160 | 426 |
| Legal Adviser | 1 | 35 | 17 |
| Officer | 2 | 78 | 33 |
| Officer-in-Charge | 5 | 982 | 378 |
| Political Affairs Officer | 2 | 243 | 87 |
| Population Affairs Officer | 1 | 260 | 80 |
| Principal Officer | 3 | 585 | 263 |
| Programme Assistant | 9 | 1 094 | 180 |
| Programme Management Officer | 1 | 122 | 37 |
| Programme Officer | 1 | 153 | 59 |
| Programming Assistant | 1 | 154 | 46 |
| Project Coordinator | 2 | 31 | 15 |
| Project Officer | 1 | 59 | 26 |
| Regional Adviser | 2 | 154 | 59 |
| Representation and Protocol Assistant | 1 | 57 | 15 |
| Representative | 1 | 647 | 289 |
| Research Assistant | 2 | 89 | 22 |
| Second Officer | 5 | 394 | 102 |
| Senior Officer | 7 | 865 | 325 |
| Social Affairs Officer | 2 | 223 | 83 |
| Social Sciences Assistant | 1 | 726 | 100 |
| Special Adviser to the Secretary-General | 1 | 364 | 239 |
| Special Adviser | 2 | 327 | 171 |

| *Functions* | *Number of retirees engaged* | *Total of days worked* | *Total salaries (in thousands of United States dollars)* |
|---|---|---|---|
| Statistics Assistant | 2 | 309 | 47 |
| Technical Cooperation Assistant | 3 | 346 | 51 |
| Technician | 2 | 455 | 82 |
| **Subtotal** | **119** | **20 990** | **7 067** |
| **Administrative services** | | | |
| Accounting Assistant | 1 | 628 | 96 |
| Administrative Assistant | 54 | 12 160 | 2 125 |
| Administrative Clerk | 5 | 392 | 79 |
| Administrative Officer | 12 | 3 941 | 1 093 |
| Assembly and Binding Equipment Operator | 4 | 934 | 133 |
| Assistant Secretary-General | 2 | 821 | 490 |
| Auditing Assistant | 1 | 122 | 19 |
| Benefits Clerk | 1 | 56 | 14 |
| Budget Assistant | 1 | 49 | 13 |
| Budget Officer | 3 | 570 | 175 |
| Buildings Services Assistant | 1 | 35 | 9 |
| Cashier | 1 | 59 | 16 |
| Chief Civilian Personnel Officer | 1 | 227 | 62 |
| Chief of Staff | 2 | 524 | 234 |
| Claims Clerk | 1 | 67 | 17 |
| Clerk | 1 | 105 | 28 |
| Communications Officer | 2 | 222 | 59 |
| Computer Information Systems Assistant | 2 | 185 | 35 |
| Documents Assistant | 2 | 56 | 14 |
| Documents Clerk | 4 | 463 | 80 |
| Equipment Technician | 1 | 182 | 41 |
| Finance Assistant | 3 | 648 | 90 |
| Finance Officer | 7 | 2 017 | 554 |
| General Services Officer | 2 | 483 | 145 |
| Graphic Arts Assistant | 1 | 29 | 5 |
| Helpdesk Assistant | 2 | 478 | 127 |
| Human Resources Assistant | 3 | 517 | 99 |
| Human Resources Officer | 13 | 3 955 | 1 117 |
| Information Assistant | 1 | 697 | 106 |
| Information Management Assistant | 1 | 60 | 16 |
| Information Network Assistant | 1 | 578 | 79 |
| Information Technology Officer | 1 | 183 | 55 |
| Liaison Officer | 1 | 119 | 32 |

| *Functions* | *Number of retirees engaged* | *Total of days worked* | *Total salaries (in thousands of United States dollars)* |
|---|---|---|---|
| Librarian | 1 | 39 | 8 |
| Library Assistant | 1 | 91 | 14 |
| Logistics Officer | 2 | 637 | 165 |
| Manager | 1 | 519 | 201 |
| Meetings Services Assistant | 9 | 1 438 | 298 |
| Meetings Services Clerk | 3 | 106 | 26 |
| Movement Control Officer | 1 | 135 | 33 |
| Office Assistant | 10 | 833 | 155 |
| Personal Assistant | 5 | 1 543 | 270 |
| Personnel Assistant | 3 | 1 129 | 242 |
| Personnel Officer | 3 | 467 | 120 |
| Planning Officer | 1 | 91 | 34 |
| Press Officer | 1 | 36 | 9 |
| Printing Officer | 1 | 445 | 90 |
| Printing Press Operator | 6 | 829 | 121 |
| Printing Services Clerk | 1 | 180 | 28 |
| Procurement Assistant | 8 | 1 242 | 278 |
| Procurement Officer | 4 | 331 | 99 |
| Production Assistant | 1 | 58 | 9 |
| Property Management Officer | 1 | 121 | 27 |
| Protocol Assistant | 1 | 88 | 22 |
| Public Information Assistant | 4 | 546 | 107 |
| Radio Technician | 1 | 213 | 42 |
| Records Assistant | 1 | 245 | 65 |
| Recruitment Assistant | 1 | 156 | 39 |
| Reference Assistant | 1 | 11 | 2 |
| Reference Clerk | 1 | 46 | 7 |
| Sales and Marketing Assistant | 1 | 55 | 9 |
| Sales Clerk | 1 | 2 | 0 |
| Secretary | 46 | 8 273 | 1 461 |
| Security Coordination Officer | 1 | 60 | 19 |
| Security Guard | 2 | 172 | 41 |
| Security Officer | 4 | 724 | 131 |
| Special Assistant to the Executive Secretary | 1 | 303 | 91 |
| Staff Assistant | 8 | 966 | 142 |
| Structural Worker | 1 | 331 | 56 |
| Supply Assistant | 1 | 89 | 24 |
| Support Services Assistant | 1 | 90 | 15 |
| Team Assistant | 7 | 423 | 74 |

| *Functions* | *Number of retirees engaged* | *Total of days worked* | *Total salaries (in thousands of United States dollars)* |
|---|---|---|---|
| Telegraphic Equipment Operator | 1 | 136 | 19 |
| Telephone Operator | 1 | 422 | 47 |
| Training Officer | 1 | 151 | 30 |
| Transport Officer | 2 | 363 | 99 |
| Transportation Assistant | 1 | 543 | 123 |
| Travel Assistant | 1 | 180 | 27 |
| Travel Officer | 1 | 599 | 136 |
| Treasury Assistant | 1 | 290 | 62 |
| Under-Secretary-General | 1 | 455 | 299 |
| Vehicle Mechanic | 1 | 89 | 15 |
| Visa Clerk | 1 | 634 | 109 |
| **Subtotal** | **297** | **58 487** | **12 798** |
| **Other services** | | | |
| Administrative Services | 199 | 16 995 | 2 340 |
| Advisory Services | 61 | 5 926 | 915 |
| Drafting of Manuscripts | 16 | 1 123 | 170 |
| Lectures Training Courses | 15 | 973 | 206 |
| Preparation of Meetings | 25 | 1 837 | 230 |
| Programme Evaluation | 21 | 1 562 | 379 |
| Programme Implementation | 49 | 3 864 | 633 |
| Programme Planning | 9 | 600 | 212 |
| Special Analytical Studies | 27 | 2 276 | 344 |
| Title to be determined | 26 | 1 293 | 390 |
| **Subtotal** | **448** | **36 449** | **5 819** |
| **Total** | **1 270** | **176 996** | **50 004** |

*Note*: The total number of retirees engaged for the biennium (1,270) differs from the total number of individuals (979) because some retirees were engaged for more than one function.

**Table 6**
**Use of retirees by age group: 2006-2007**

| *Age group* | *Percentage of total retirees engaged* | *Total of days worked* | *Total fees or salaries (in thousands of United States dollars)* |
|---|---|---|---|
| 55 to under 60 | 6.5 | 10 106 | 2 402 |
| 60 to under 70 | 80.8 | 146 534 | 40 203 |
| 70 to under 75 | 9.7 | 15 749 | 5 647 |
| 75 to under 80 | 2.7 | 3 816 | 1 464 |
| Over 80 | 0.4 | 791 | 287 |
| **Total** | **100.0** | **176 996** | **50 004** |

**Table 7**
**Use of retirees in decision-making positions and functions: 2006-2007**

| *Functional title* | *Department/Office* | *Grade* | *Gender* | *Number of staff* |
|---|---|---|---|---|
| Assistant Secretary-General | DPA | ASG | Male | 1 |
| Assistant Secretary-General | OLA | ASG | Male | 1 |
| Chief | FMADPKO | D-1 | Male | 1 |
| Chief | UNOG | P-5 | Male | 1 |
| Chief Civilian Personnel Officer | FMADPKO | P-4 | Male | 1 |
| Chief of Branch | DESA | D-1 | Male | 1 |
| Chief of Office | OHCHR | P-5 | Female | 1 |
| Chief of Office | UNMOVIC | P-4 | Male | 1 |
| Chief of Section | DESA | P-5 | Female | 1 |
| Chief of Service | FMADPKO | P-4 | Male | 1 |
| Chief of Staff | FMADPKO | D-1 | Male | 1 |
| Chief of Staff | FMADPKO | D-1 | Male | 1 |
| Chief of Unit | DPI | P-4 | Male | 1 |
| Civil Affairs Coordinator | FMADPKO | P-4 | Male | 1 |
| Coordinator | ECLAC | L-5 | Male | 1 |
| Director | DM | D-2 | Male | 1 |
| Director | DPA | D-2 | Male | 1 |
| Director | FMADPKO | D-2 | Male | 1 |
| Director | FMADPKO | D-2 | Male | 1 |
| Head | FMADPKO | D-1 | Female | 1 |
| Head | FMADPKO | D-2 | Male | 1 |
| Head | FMADPKO | P-5 | Male | 1 |
| Manager | OHCHR | P-5 | Male | 1 |
| Officer-in-Charge | ECA | P-4 | Male | 1 |
| Officer-in-Charge | ECLAC | D-1 | Male | 1 |
| Officer-in-Charge | ESCWA | P-5 | Female | 1 |

| *Functional title* | *Department/Office* | *Grade* | *Gender* | *Number of staff* |
|---|---|---|---|---|
| Officer-in-Charge | FMADPKO | P-5 | Male | 1 |
| Principal Officer | DGACM | D-1 | Male | 1 |
| Principal Officer | DM | D-1 | Female | 1 |
| Principal Officer | ESCAP | D-1 | Male | 1 |
| Project Coordinator | DSS | D-2 | Male | 1 |
| Project Coordinator | UNOG | P-4 | Male | 1 |
| Representative | UNODC | D-1 | Female | 1 |
| Senior Officer | DGACM | P-5 | Male | 1 |
| Senior Officer | DM | P-5 | Female | 3 |
| Senior Officer | DM | P-5 | Male | 3 |
| Special Adviser to the Secretary-General | OSAA | USG | Male | 1 |
| Special Adviser | DESA | USG | Male | 1 |
| Special Adviser | FMADPKO | D-2 | Male | 1 |
| Special Assistant to the Executive Secretary | ESCWA | P-4 | Male | 1 |
| Translator | FMADPKO | P-4 | Male | 1 |
| Under-Secretary-General | ESCWA | USG | Female | 1 |
| **Total** | | | | **46** |

Table 8
**Use of retirees, by department and function, employed for an accrued service period exceeding two years: 2006-2007**

| *Department* | *Function* | *Gender* | *Total days worked* | *Total of fees/salaries (in thousands of United States dollars)* |
|---|---|---|---|---|
| OLA | Assistant Secretary-General | Male | 730 | 435 948 |
| OCHA | Administrative Officer | Female | 354 | 130 505 |
| | Adviser | | 365 | 134 561 |
| | Advisory Services | | 40 | 22 000 |
| FMADPKO | Administrative Officer | Male | 904 | 204 763 |
| DPKO | Human Resources Officer | Male | 363 | 133 824 |
| FMADPKO | | | 384 | 141 566 |
| FMADPKO | Personnel Assistant | Female | 730 | 165 351 |
| DM | Administrative Assistant | Female | 821 | 125 043 |
| DM | Administrative Services | Male | 90 | 10 642 |
| | First Officer | | 691 | 208 014 |
| UN-Habitat | Advisory Services | Male | 816 | 105 000 |
| **Total** | | **(37.5 per cent female)** | **6 288** | **1 817 217** |

*Note*: Eight individual former retired staff were used in a total of 12 engagements.

Table 9
**Staff retained in service beyond the mandatory age of retirement by department/office: 2006, 2007 and 2006-2007**

| | *Number of staff* | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | *2006* | | | *2007* | | | *2006-2007* | | |
| *Department/Office* | *F* | *M* | *Total* | *F* | *M* | *Total* | *F* | *M* | *Total* |
| DESA | 5 | 2 | 7 | 1 | 2 | 3 | 6 | 4 | 10 |
| DFS | 0 | 0 | 0 | 1 | 3 | 4 | 1 | 3 | 4 |
| DGACM | 10 | 10 | 20 | 10 | 15 | 25 | 19 | 20 | 39 |
| DM | 8 | 14 | 22 | 9 | 7 | 16 | 15 | 17 | 32 |
| DPA | 2 | 0 | 2 | 4 | 1 | 5 | 5 | 1 | 6 |
| DPI | 6 | 3 | 9 | 3 | 5 | 8 | 9 | 6 | 15 |
| DPKO | 3 | 4 | 7 | 3 | 1 | 4 | 4 | 4 | 8 |
| DSS | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 |
| ECA | 4 | 3 | 7 | 0 | 4 | 4 | 4 | 6 | 10 |
| ECE | 0 | 0 | 0 | 0 | 6 | 6 | 0 | 6 | 6 |
| ECLAC | 3 | 0 | 3 | 1 | 0 | 1 | 3 | 0 | 3 |
| EOSG | 2 | 1 | 3 | 0 | 1 | 1 | 2 | 2 | 4 |
| ESCWA | 1 | 2 | 3 | 1 | 3 | 4 | 1 | 4 | 5 |
| FMADPKO | 9 | 42 | 51 | 13 | 41 | 54 | 20 | 64 | 84 |
| OCHA | 4 | 1 | 5 | 2 | 2 | 4 | 4 | 2 | 6 |
| ODA | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| OHCHR | 1 | 0 | 1 | 1 | 0 | 1 | 2 | 0 | 2 |
| OIO | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| OIOS | 0 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 |
| OLA | 2 | 1 | 3 | 0 | 0 | 0 | 2 | 1 | 3 |
| REGCOM | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| UNCTAD | 0 | 4 | 4 | 0 | 2 | 2 | 0 | 6 | 6 |
| UNEP | 2 | 0 | 2 | 2 | 1 | 3 | 3 | 1 | 4 |
| UNFIP | 0 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 |
| UNMOVIC | 1 | 1 | 2 | 2 | 0 | 2 | 2 | 1 | 3 |
| UNODC | 1 | 1 | 2 | 2 | 0 | 2 | 3 | 1 | 4 |
| UNOG | 1 | 3 | 4 | 2 | 2 | 4 | 3 | 4 | 7 |
| UNOV | 1 | 0 | 1 | 2 | 1 | 3 | 2 | 1 | 3 |
| **Total** | **66** | **96** | **162** | **62** | **101** | **163** | **113** | **159** | **272** |

*Note*: The total number of staff for 2006-2007 (272) is different from the sum of annual subtotals in this table (325) since it excludes individuals who moved between departments. It is also different from the total in table 10 (268) because one staff member was used in more than one function.

Table 10
**Staff retained in service beyond the mandatory age of retirement by function: 2006, 2007 and 2006-2007**

| *Function* | *2006* | *2007* | *2006-2007* |
|---|---|---|---|
| Language-related services | 19 | 18 | 31 |
| Administrative services | 78 | 78 | 128 |
| Political, economic, social, environmental, humanitarian, advisory and technical assistance services | 65 | 62 | 107 |
| Other services | 1 | 1 | 2 |
| **Total** | **144** | **141** | **237** |

*Note*: The total number of 237 staff for the biennium 2006-2007 is different from the sum of annual subtotals in this table (285) since it excludes individuals who moved between functions to avoid duplication of person count. The total number is also different from the totals reported in table 9 and table 11 (272) because individuals who were used in more than one grade or department/office are only reported once in the count.

Table 11
**Staff retained in service beyond the mandatory age of retirement by department/office and grade: 2006-2007**

| *Department/ Office* | *Number of staff by grade* | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *ASG* | *D-2* | *D-1* | *P-5* | *P-4* | *P-3* | *P-2* | *L-6* | *L-5* | *LT-1* | *G-7* | *G-6* | *G-5* | *G-4* | *FS-7* | *FS-6* | *FS-5* | *FS-4* | *FS-3* | *TC-8* | *TC-5* | *TC-4* | *Total* |
| DESA | | 2 | 3 | 3 | 1 | | | | | | | 1 | | | | | | | | | | | 10 |
| DFS | | | | | | 1 | | | | | | 1 | 2 | | | | | | | | | | 4 |
| DGACM | | | 1 | 10 | 3 | 3 | | | | | 5 | 5 | 9 | 1 | | | | | | | 1 | 1 | 39 |
| DM | | 4 | 1 | 4 | 5 | | 1 | | | | 3 | 5 | 6 | 1 | | | | | | 1 | 1 | | 32 |
| DPA | 1 | | 2 | | | | | | | | 1 | | 2 | | | | | | | | | | 6 |
| DPI | | 1 | 1 | 3 | 1 | 1 | | | | | 2 | 3 | 1 | 2 | | | | | | | | | 15 |
| DPKO | | | 1 | | 1 | 2 | | | | | | 1 | 1 | 2 | | | | | | | | | 8 |
| DSS | | | | 1 | | | | | | | | | | | | | | | | | | | 1 |
| ECA | | | 2 | 1 | 4 | | | | | | 2 | | 1 | | | | | | | | | | 10 |
| ECE | | | 2 | 1 | 2 | | | 1 | | | | | | | | | | | | | | | 6 |
| ECLAC | | | | | | | | | | | 2 | | 1 | | | | | | | | | | 3 |
| EOSG | | 1 | | 1 | | | | | | | 1 | 1 | | | | | | | | | | | 4 |
| ESCWA | | | 1 | 4 | | | | | | | | | | | | | | | | | | | 5 |
| FMADPKO | | 3 | 8 | 17 | 21 | 7 | | | | | | | 1 | 1 | 1 | 3 | 10 | 9 | 4 | | | | 85 |
| OCHA | 1 | 1 | | 2 | | | | | | | | 2 | | | | | | | | | | | 6 |
| ODA | | | | 1 | | | | | | | | | | | | | | | | | | | 1 |
| OHCHR | | 1 | | | | | | | | | 1 | | | | | | | | | | | | 2 |
| OIO | | 1 | | | | | | | | | | | | | | | | | | | | | 1 |
| OIOS | | | | 1 | | | | | | | | 1 | | | | | | | | | | | 2 |
| OLA | | | 1 | | | | | | | | | | 2 | | | | | | | | | | 3 |
| REGCOM | | | 1 | | | | | | | | | | | | | | | | | | | | 1 |
| UNCTAD | | | 2 | 2 | 1 | | | 1 | | | | | | | | | | | | | | | 6 |
| UNEP | | 2 | | | | | | | 1 | | 1 | | | | | | | | | | | | 4 |
| UNFIP | | | 1 | | | | | | | | | 1 | | | | | | | | | | | 2 |



15/09/2008 10:41:52 - 9/16/2008 9:13:00 PM
EG
C:\Winnt\Temp\0846862e.Doc

| *Department/ Office* | *Number of staff by grade* | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *ASG* | *D-2* | *D-1* | *P-5* | *P-4* | *P-3* | *P-2* | *L-6* | *L-5* | *LT-1* | *G-7* | *G-6* | *G-5* | *G-4* | *FS-7* | *FS-6* | *FS-5* | *FS-4* | *FS-3* | *TC-8* | *TC-5* | *TC-4* | *Total* |
| UNMOVIC | | | | 1 | | | | | | | 1 | | 1 | | | | | | | | | | 3 |
| UNODC | | 1 | | 1 | | | | | | | | | 1 | 1 | | | | | | | | | 4 |
| UNOG | | | 4 | | | | | | | 3 | | | | | | | | | | | | | 7 |
| UNOV | | 1 | | | | | | | | | 1 | 1 | | | | | | | | | | | 3 |
| **Total** | **2** | **18** | **31** | **53** | **39** | **14** | **1** | **2** | **1** | **3** | **20** | **22** | **28** | **8** | **1** | **3** | **10** | **9** | **4** | **1** | **2** | **1** | **273** |

*Note*: The total number (273) is more than table 10 (237) because individuals were used in more than one function.



EG
15/09/2008 10:41:52 - 9/16/2008 9:13:00 PM
C:\Winnt\Temp\0846862e.Doc